

**MINUTES OF A CIVIL SERVICE BOARD SPECIAL MEETING HELD
JUNE 2, 2016**

The St. Tammany Fire District No.3 Civil Service Board met in special session at 5:00 p.m.
June 2, 2016 at the Training Center located at 29278 HWY 190.

Roll Call

Present were: Michael Geissler, Chairman
Bud Lusch, Member
Henry Olinde, Board Attorney
Theresa McCarthy, Board Secretary

Chief Patrick Sicard
Gilbert Buras, Attorney

K. Wells, Stenographer

OLD BUSINESS:

Continuation of the Investigation started May 23, 2016: Questioning of the Fire Chief.

Mr. Olinde sequestered the witnesses that were present and reminded them not to discuss their testimony.

Patrick Sicard was sworn in. He is the Fire Chief at St. Tammany Fire District 3. He received a subpoena to testify before the board.

Mr. Olinde wanted to take care of preliminary things before starting questioning as follows:

Exhibit I-8 was entered and given to Chief Sicard. Chief Sicard acknowledged this is a copy of the Notice of Investigation that he received from the Civil Service Board on April 15, 2016.

Mr. Olinde asked the Fire Chief to look at Exhibit I-2. Grievance Letter. Chief Sicard acknowledged that he has seen this exhibit.

Exhibit I-9 – Notice of Questioning and Supplemental Notice of Investigation. Mr. Olinde asked if Chief Sicard had been served with this notice on May 27, 2016 from Mr. Geissler. Chief Sicard stated that he was.

Exhibit I-10 – Service return for I-9. Chief acknowledged that it was his signature.

Exhibit I-11 – Response of Patrick Sicard to Notice of Questioning and Supplemental Notice of Investigation. Chief Sicard acknowledged this was a written response that he made to I-9.

Mr. Olinde stated that he had a conversation with counsel and one of the concerns is the board may not have jurisdiction over some of the allegations. Mr. Olinde proposes that a stipulation could be done. Mr. Gilbert Buras, who represents Chief Sicard, stated that the Response of Patrick Sicard to Notice of Questioning and Supplemental Notice of Investigation that was submitted in writing is an objection to certain jurisdictional deficiencies and certain lack of specificity in some of the allegations. It is intended to be a legal document for preservation of rights if this goes farther than the Fire Civil Service board. Mr. Buras stated that Chief Sicard is there to answer any factual questions.

Exhibit I-9, page 2, May 5, 2015 statement regarding the Rodriguez brothers, who are of Hispanic origin, regarding going to Pepe's Mexican restaurant on Cinco de Mayo and there are statements attached where Eddie Rodriguez recounts what happened. Mr. Olinde asked Chief Sicard to tell the board what happened.

Chief Sicard stated that he made a phone call to Capt. James Dumas on May 5, 2015 to offer the Rodriguez brothers a sincere and respectful opportunity to attend the Cinco de Mayo celebration at Pepe's. He offered this because he does not usually allow dining in at restaurants but made the offer in good faith to celebrate while on duty. Mr. Geissler asked if done in good faith why wouldn't the entire shift be allowed to sit at Pepe's restaurant for Cinco de Mayo. Chief Sicard stated that he offered to those two individuals because it is a celebrated event for Mexican Americans and no one else on shift was of that decent.

Allegation 1.1.2 – Mr. Olinde stated that it says on or about October 8, 2014, he allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy" which comes from a written statement from James Dumas. Chief Sicard stated that during a Board of Commissioners meeting he had a conversation with the five commissioners where he was bragging about the diversity at Fire District 3. He stated that he advised the board that they had women, and Latino's, as well as a dark skinned employee, referring to Reginald Haile. He stated that he used the term in a respectful manner attempting to stay away from an offensive term. He stated that he asked Commissioners Raymond Batiste and Leo Casanave on separate meeting if the dark skinned comment was offensive to them and both advised that they were not offended. Chief Sicard also stated that he asked Reginald Haile, whom the term was referred to, and he stated he was not offended. Mr. Reginald Haile, Mr. Raymond Batiste, and Mr. Leo Casanave are all African American males.

Allegation 1.1.3 – Reprimand on Abraham Dawson, an African American male, related to an incident that occurred on February 12, 2016, wherein he responded to a call in an ambulance and it is alleged that the Chief did not reprimand a non-minority employee for similar behavior, which is referenced to a statement by Abe Dawson and James Dumas. Chief Sicard stated that he was not aware of Jim McQuilkin responding in the ambulance. When this call was dispatched, he was in a meeting and not monitoring the call. He was not aware of this until these allegations were submitted to him. Mr. Olinde stated that his understanding from earlier testimony was that ambulances were supposed to have two occupants and that one should be paramedic level and the other first responder level. Chief Sicard stated that was close, for 911 emergencies, there has to be a paramedic responding to the scene, the other partner could be first responder or an EMT depending on if you are looking at Parish ordinance or State ordinance. Chief Sicard stated that

you have to have two people and one being a paramedic. Mr. Lusch asked that he was not aware of Jim's response. Chief Sicard stated that he knew there was a call but was in a meeting and did not pay attention to the call so he was not aware of what Jim responded in. Mr. Lusch asked who was responsible to review Firehouse reports. Chief Sicard stated that Assistant Chief Scott Lober does the majority of QA on firehouse. Chief Sicard stated that he has not reviewed that report. Mr. Lusch asked if that should've been caught when QA'd. Chief Sicard stated that if you were looking for that it would have been but QA is mostly spot checked. Some are looked at the entire report, some only the narrative is looked at. Chief Sicard explained that the QA process starts out with the EMT making sure his report is complete before leaving shift. Then the process goes to the Captains who are responsible for all the QA responsible for all documentation for their shift. From the Captains, it goes to Theresa McCarthy and then to the Assistant Chief and Chief. Mr. Geissler asked if on the date Jim McQuilkin responded were all District employees, including Captains, aware of the change in EMS response. Chief Sicard stated that he was not sure about Jim McQuilkins response date but he did make it known several months prior when the topic resurfaced. Chief Sicard stated that he put out an announcement that the district would stop any one man ambulance operation until he could get an answer from the Attorney General's office. He submitted an Attorney General's opinion which took about two months to be returned to confirm that the district should be doing two man ambulance operations. Mr. Lusch asked the date the letter was sent to the Attorney General. Chief Sicard cannot tell the date sent but he has the opinion which is dated March 18, 2016. Chief stated that he had a response dated January 26, 2016 that the opinion request was received by the Attorney General's office and designated Opinion 16-0008 assigned to attorney Ethel Graham. Mr. Olinde stated that the original request should've been within a week or so before January 26, 2016. Chief Sicard stated that he could assume it was. Mr. Olinde asked if Chief had instructed Capt. Dumas to reprimand Mr. Dawson. Chief Sicard stated that he instructed Capt. Dumas to have a sit down written consultation with Mr. Dawson because he was the Captain on duty. Chief Stated the written consultation was a non-disciplinary action. Mr. Olinde asked if the Chief's decision to instruct Captain Dumas to do a written consultation have anything to do with the fact that Firefighter Dawson was an African American. Chief Sicard stated it did not. Mr. Lusch asked how it was distinguished who the Captain would be since there are two on duty. Chief Sicard stated that Captain Dumas also responded to the call and asked Mr. Dawson over the radio if he responded by himself in the ambulance. Mr. Dawson told Mr. Dumas that he had responded in the ambulance alone and Captain Dumas stated over the radio to not respond to a call without a partner on the ambulance. Chief Sicard stated that he contacted Captain Dumas who was back at station 31 to do a written consult.

Allegation 1.1.4 – Allegedly made offensive statements regarding Muslims at a training course in March 2016 recounted on Mr. Dumas' statement I-4. Mr. Olinde stated that he understands it was at a sensitivity course given by PMI. Chief Sicard stated that he attended the training, EEOC, ADA and sexual harassment, with A shift. The lady started the class asking who was responsible for the 9/11 tragedy in New York and that his response was the Muslims. Chief Sicard added that that response was a factual statement.

Allegation 1.1.5 – Allegedly portrayed himself as Adolf Hitler in a photograph and on Fire District premises. Statement from I-3. Chief Sicard showed a photograph that exists in the office at station 31 of a group picture of the group that attended a charitable truck pull event. Chief

Sicard stated that it was the original picture. Chief Sicard stated that someone picked out the uniform and that day was all silliness. He also pointed out that someone has also etched a swastika in his deltoid on the picture. Chief Sicard stated that it was a typical firefighter day of goofing off. Mr. Olinde asked if this was the only photograph that he knows of where he is portraying himself as Hitler. The photograph that is being referred to, was taken on fire district premises, the photograph Chief Sicard showed was taken at District 1. Chief Sicard stated that at the Abe Dawson appeal in late 2015, the defense used a picture in attempts to paint him as a racist to try to prove that is why Mr. Dawson was disciplined. It was all goofing off, nothing to do with Hitler sympathizing. He has no idea who took the picture in question. The pictures were all taken on the same day.

Item 1.2 – On or about July 31, 2015 while attending a safety officer training course in Slidell, you were at lunch at Vera’s restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin and the written statement of Captain James Dumas. Chief Sicard has read the comments and stated that they were attending the school in District 1. He had a conversation with Jim McQuilkin during a break joking around. The conversation included Jim complaining some and making a comment about Administration. Chief stated that he returned with a comment about the IAFF. In the joking, he made a vulgar statement in a joking manner and Jim became upset. His response was, it’s ok for him to joke and comment on the Administration but he can’t joke and comment on the IAFF. Chief Sicard stated that Jim commented that he better stop before he gets in trouble. Chief Sicard stated that this conversation occurred at District 1. This allegation was never brought forward as a grievance. Mr. Lusch asked where the statement occurred. Chief Sicard stated that it started at the training center. It continued at Vera’s but started at District 1. Mr. Olinde asked if he ate at Vera’s and if Firefighter McQuilkin got up and left the table. Chief Sicard did recall that happening. Chief Sicard’s recollection was that Jim was upset and that he advised them what happened, that it may have been restated at Vera’s. Chief Sicard recalls Michael Geissler and Assistant Chief Lober spoke with Jim. Mr. Olinde asked if the only disagreement with Jim McQuilkins statement is that it started at District 1. Chief Sicard does not agree one hundred percent on Jim’s quote with what he said. There is a portion that the Chief did not recall adding to the vulgarity. The statement is part of Exhibit I-3 page 19. Mr. Olinde asked if Chief Sicard knew the department had a policy against lewdness and vulgarity. Chief Sicard stated that he was aware. Mr. Olinde asked if they were on duty at the time. Chief Sicard stated that they were and that he did violate the policy.

Allegation 1.3 – Allegedly used a departmentally imposed requirement that Fire Captains have a Paramedic certification which is requirement not contained in the Fire Captain civil service class plan to circumvent civil service promotional requirements and hand pick certain employees for advancement of other employees. Mr. Olinde stated that the Fire Captain class plan does not include a paramedic requirement. Chief Sicard stated that it does not but the Paramedic requirement is a Board of Commissioner approved policy. Mr. Olinde stated that Assistant Chief Lober testified that it was put in the policy manual and based on the date it was put in before he became Fire Chief and it was approved by the Board of Commissioners. Chief Sicard stated that was correct. Mr. Olinde asked if the paramedic requirement had ever been used to demote anyone, or not taken the fire captain test because they are not paramedic. Chief Sicard stated no one has been demoted or not taken the test. There was discussion for the civil service

requirements to sit for a test and departmental requirements to promote. Working test period and the time to take a paramedic course were discussed. Mr. Olinde stated that if an EMT Basic waited to start Paramedic school until his working test period as a Captain he wouldn't be able to make it. Chief Sicard stated that he couldn't. He would have to start before his working test period and if they have promotional aspirations they would have to get to paramedic school before the start of the working test period to make those mandates.

Exhibit I-3, page 24- Letter Chief issued to Captain Dumas to take paramedic course. Chief Sicard did give this letter to Captain Dumas. It was a directive to attend Paramedic school. Mr. Olinde stated that Captain Dumas was already a confirmed captain when he received this letter. Mr. Olinde asked that as the Fire Chief, if Captain Dumas did not get his paramedic certification, what would happen to Captain Dumas. Chief Sicard stated that if he did not meet the mandates of the order that he could be put under investigation for not doing so. Mr. Olinde asked if a penalty be a demotion to Firefighter. Chief Sicard stated that was a potential. Discussion of the paramedic requirements going before the civil service board and the board keeping the Officer, Investigator, and Instructor requirements but not accepting the Paramedic certification in the class plan took place. The Paramedic requirement was approved by the board of commissioners when Chief Flynn was still here, The Captain requirement, number 9 states that you have to be a paramedic. Mr. Olinde stated that Captain Danny Rodriguez was promoted ahead of McQuilkin because he was a paramedic correct? Chief Sicard stated you are not going to go sit for a test until you meet the civil service pre-test requirements and once you pass the captain test as Danny did, he starts the working test period. Danny didn't have to worry about the paramedic requirement because he was already a paramedic so he passed Jim McQuilkin because he hasn't taken the Captain test. Chief Sicard stated that when Danny took the test, he was the only person on the eligibility list and had met all the requirements so he received the promotion. Chief Sicard stated that he had been advised by a former department attorney and Jackie Cummings at OSE that you could give an order like this to an employee as long as you don't do two things, give them a financial hardship or a time hardship. Chief Sicard stated that since the department was mandating this that the department would take care of all financial obligations. He also stated that he notified Mr. Dumas in May of 2015 to attend an info seminar in July so he would have all information. The school didn't start until the fall. Chief gave Mr. Dumas until March 2017 which included three additional months in case he needed to retest and get his paramedic. There was no hardship on finances or time. Mr. Olinde asked if the Chief knew why Mr. Dumas had not done this. Chief Sicard stated that Mr. Dumas advised him that it would be a personal hardship but had never described what that meant.

Mr. Lusch asked that since Chief Sicard had been Chief since October 2013 why it took a year and a half to order Mr. Dumas to go to paramedic school. Chief Sicard responded that there were no specifics on that. He stated that when he took over there were a lot of things inherited and some things just did not happen immediately.

Mr. Geissler stated that the board will take a 10 minute recess and re-adourn at 6:40.

Allegation 1.5 – Allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator civil service class plan. Mr. Olinde asked if Chief Sicard recalled this conversation. Chief Sicard stated that just like the Paramedic requirement, that mandate is in the policy book approved by the Board of

Commissioners. Mr. Olinde handed Chief Sicard Exhibit I-12, the current policy book. Chief Sicard stated it could be found in Chapter 10, page 7, A (5). There was discussion on when this requirement was put in the policy. Chief Sicard stated that this was August 2013 current policy but did not know if it was in the 2012 version without looking at a copy of that policy book. Mr. Lusch asked if that was a requirement of Firefighter/Operator for confirmation. Mr. Lusch read Chapter 10, page 7 A (1) and it did not mention obtaining before confirmation. Chief Sicard stated that it was in the same chapter (5). Mr. Geissler read Chapter 10, page 7, A (5) and asked for a date this requirement had to be completed because there is no deadline for number five where number one has a deadline. Chief Sicard agreed but he did not write that policy. Mr. Geissler stated that Mr. Rost stated that he was told to get Firefighter II or he would not be confirmed and asked if that statement was correct. Chief Sicard stated that he remembered telling Mr. Rost to go get Firefighter II but did not recall anything about the confirmation remark. Chief Sicard stated that Mr. Rost had already been through the school and told him to go get his test. Chief Sicard stated that he did not give him a deadline and he would tell all employees to go get Firefighter II. Chief Sicard stated that he would not have told Mr. Rost if he didn't get Firefighter II that he would not be confirmed because in the policy there is no deadline.

Mr. Olinde asked if there had been anyone turned down for training for Firefighter II because of money. Chief Sicard stated that Firefighter II is typically done in recruit school as well as Firefighter I, it is not a separate school.

Mr. Olinde asked if there were requirements that employees have to get trained to test in to or if Chief Sicard has let employees challenge a test for requirements. Chief Sicard stated that he did not let employees challenge tests he requires that employees go to the school before the test. Chief Sicard stated that challenging the test means that you are taking the test without completing the school. Mr. Olinde asked if he had ever allowed anyone to challenge a test. Chief Sicard stated that was done with Chief Flynn. The only time he had done it was when a school did not exist. Chief Sicard stated that himself and Assistant Chief Lober challenged Officer III because there was no class. The school did not exist back then but now does. Mr. Olinde asked if anyone else had ever challenged a test under him. Chief Sicard did not believe there was. Mr. Olinde asked if anyone had ever been denied being allowed to go to school for a certification because there were no funds available. Mr. Buras asked where this allegation was contained in any of the things that his client was requested to show up and answer tonight. Mr. Olinde stated that it was related to what was being discussed. Mr. Buras stated that the word challenge did not occur in any of the allegations. Mr. Olinde understood objection. Mr. Olinde asked his question again if anyone had ever been told that they could not go to school to train for one of these certifications because there were no funds available. Chief Sicard stated the last time that occurred was with staffing shortages and money issues and Jim McQuilkin was told that that particular class he couldn't go to. Chief Sicard stated that he was told by Chief Lober that it was a last minute request by Jim.

Allegation 1.6 – Allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that the seniority list does not mean anything and that certain people feel like that once they become confirmed that they are untouchable and that is not the case. Mr. Olinde asked Chief Sicard to explain. Chief Sicard stated that there were no threats in any conversation with Dan Rost. When these conversations took place Mr. Rost was still in his

working test period and there was no need nor did he threaten him. This conversation was that when it comes to meeting departmental requirements, if you don't meet the requirements by the end of your working test period, seniority has no part. You would be considered failing the working test period and you would go back to the previous position. Chief Sicard stated that part two of this allegation, he responded to a statement that Dan Rost made in regards to "being safe and protected when he was confirmed". He added to that statement that an employee may not be safe when confirmed if that employee has poor behavior on the job. It was simply to correct a deception that he has heard over the years.

Allegation 1.7 – Allegedly counseled James Dumas for not being a team player when he brought to your attention that Parish and/or State law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. Mr. Olinde asked if he had a counseling session with James Dumas about this issue. Chief Sicard stated that he had a written consultation with him on several issues at the same time, this was included. This was not a disciplinary session, only a written consultation. Chief Sicard stated that he had the statement. Mr. Buras stated that the Exhibit 4 stamp was left off and could be found after Exhibit 3 in their submission. Chief Sicard stated you had to look at the whole statement to understand the team player comment. Several issues were discussed and two comments were made at the end of the session, team player being one of them. Mr. Olinde stated last paragraph of page four. The use of two employees on an ambulance was only one issue. Mr. Dumas also did not use the chain of command to present this information.

Allegation 1.8 – Allegedly allowed the fire district to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees. Chief Sicard stated that on an infrequent basis station 33 is closed, it could be a twelve hour shift or a twenty four hour shift but it's infrequent. Mr. Olinde asked what the regular staffing of a crew is at Fire District 3. Chief Sicard stated that it is five to six people. Up until recently seventeen of the eighteen positions were filled. Mr. Olinde asked how many resignations the department has had in the last six months. Chief Sicard stated there has been one that occurred a week or two prior to this date so he could go and work his own businesses. Chief Sicard stated that in the last sixteen months other than this employee and one employee that failed his working test period, there had been no one leaving the district. Up until recently there was only one vacancy. Assistant Chief Lober would work to fill that vacancy sometimes with a part time employee. Mr. Olinde asked if the department had a budget to allow for more than six employees per shift. Chief Sicard stated that the department does not budget for more than six people a day, the budget is tight. Mr. Lusch asked which was more important, renovation to the training building or filling the eighteenth position. Mr. Buras interjected that he objected to Mr. Lusch's question and wanted to lay a predicate to all of the questions concerning the budget. It is his position that as a matter of law the fire civil service board has not one thing to say about the budgetary practices, the board of commissioners of Fire District 3 does. It is up to the Board of Commissioners to determine budget not the Civil Service Board. The Board of Commissioners are aware and approved the renovation. There was more discussion of staffing and the budget. Chief Sicard recommended that the Civil Service Board discuss this with the Board of Commissioners since they approve the budget.

Allegation 1.9 – Allegedly allowed District financial and other resources to the overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses. Mr. Olinde asked how he determines what departmental resources to attribute to the medical response, advanced life support that this district does. Chief Sicard stated that based on the years from running the ambulance they know what is trending and the revenue received pays all of the ambulance expenses to include the paramedic stipend, maintenance, and provides enough for other areas of the budget. The EMS income shows in the budget. Chief Sicard stated that this is a small department and cannot be compared to the bigger departments like Mandeville and Slidell.

There was discussion of response when an ambulance is out of the district on a call and mutual aid and response time. Chief also stated that the biggest part of the department call volume is EMS. Structure fires are very few.

Allegation 1.10 – Allegedly allowed a decline in the Fire District's ISO fire rating from a 3 rating to a 4 rating and in connection with rating, have allegedly provided inaccurate information to the rating agency, PIAL. Mr. Olinde stated that the ISO rating in 2010 was a three and the last in 2015 is a four, he also asked why the training points went down in 2015. Mr. Buras stated that the words training points do not appear in the allegations that Chief was required to respond to tonight and that Chief came prepared to answer questions to the allegations presented.

Mr. Olinde asked why the training rating was lower in 2015. Chief Sicard stated that the PIAL survey in 2015 looked into previous years and there are four main reasons that he believes the rating was affected. One was the significant budget short falls mainly because the Heart Hospital spent at least two years of contesting their taxes which the department had a large amount held. Second, back then there were manpower shortages, a higher rate of turnover. The third point was there was a low level of cooperation in the neighboring fire departments as far as back fill. Back filling would be set up and it would be canceled meaning training would have to be canceled. Mandeville also starting charging any fire department that wanted to use the tower for training and the department was not willing to forward four thousand dollars not knowing how much use the department would get. Slidell is now being used for free. The fourth point was when the Chief was doing the survey with Blayne Rabe there were questions why information was different from the 2010 information. Chief Sicard could not answer the previous survey questions as to why it was different because he had nothing to do with it. They believe there was misinformation taken by good faith by PIAL in 2010 which caused the department to lose points. Mr. Olinde asked if Chief Sicard had ever provided inaccurate information to PIAL. Chief Sicard stated no.

Allegation 1.11 – Allegedly falsified a preplan of a business in the 3000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Exhibit I-4). Mr. Olinde stated that in Mr. Dumas' statement it says the business was no longer a commercial business but it was still being pre-planned as such because no one had visited it but it was certified that it was visited. Chief Sicard stated that it did not happen. He also stated it is not the 3000 block because there is no 3000 block it would be 30000 block. Chief Sicard is not aware of the pre-plan being discussed. It has not been produced in evidence and is not on firehouse and is not in the hard copies. Chief Sicard stated that the pre-plans are done by the Captains on each shift and they go to firehouse and enter any changes. Once printed to hard copy it has a date

stamp. Chief Sicard has done some pre-plans but not many, it is mostly Captains. Mr. Olinde asked if Chief Sicard was the Assistant Chief in 2010. Chief Sicard stated that he was not, he was a Captain.

Allegation 1.12 – Allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer. Mr. Olinde asked if Firefighter Jim McQuilkin was injured and if he has been the sole person at Station 33. Chief Sicard stated that he is injured, (hand), and has been the only person at Station 33 since he went back on duty. Mr. Olinde asked prior to that if Firefighter Cookmeyer had been alone at Station 33. Chief Sicard stated that he could've been. He was probational and certified. He was the employee that did not get his EMT- Basic before his working test period ended. The discussion of one person answering a call on the interstate being injured took place. Chief Sicard stated that Mr. McQuilkin brought an update from Doctor's Urgent Care with reduced limitations and requested to get back on his full time shift. Station 33 is also the station with the lowest call volume. Mr. Lusch asked if Cookmeyer was given the option to go Part time. Chief Sicard stated that he has never requested being part time. Mr. Geissler wanted to state that the last issue was not brought to the board by anyone it was a concern of the board.

Mr. Olinde asked if there was anything else that the Chief would like to say before being released.

Chief Sicard stated that there is a lot of complaining of things not getting done, man power shortages. His aggravation is the time taken away for productivity as a Fire Chief dealing with these allegations. He feels that all of this should've been handled by a chain of command event. All complaints were drummed up to lynching him on April 14. There are documents that go back to 2012 accusing him of calling Adam Galloway a thief which is not true. None of the evidence has followed the policy of going up the chain of command to have the matter handled. There has never been a grievance and he has never sat with the board to answer to a grievance. This is all untimely and drummed up by the Association. He is aggravated by the manpower hours spent on this.

Mr. Olinde stated Chief is still under subpoena but because he is a party being investigated he is allowed to stay in the room.

Chief stated that he wanted to correct a statement that he was thinking about during the break. He stated that there was an exception where the ordinary rule of attending a class before taking a test was altered because there were people that attended school and the Chief was not aware that LSU testing had a certain order in which you could test. Chief made an exception that a small group, couldn't remember who, could test because of the order but he made sure when the next school came up they had to retro educate and take the class, which they have done. They were allowed to challenge the test but were later made to take the class.

Mr. Geissler stated that they were calling Assistant Chief Lober back for more questioning.

Assistant Chief Scott Lober was sworn in.

Mr. Olinde asked about when Jim McQuilkin asked for training and he wasn't able to go that year. Chief Lober stated that if he remembered correctly Jim came to him a few days before the class was to begin. There were also staffing and manpower issues at that time and on short notice he wasn't able to back fill his position. Assistant Chief Lober receives the requests for training and he discusses it with Assistant Chief Sicard. Mr. Lusch discussed a training budget and if it would help if Assistant Chief Lober could submit a request for this budget. Assistant Chief Lober stated it would be hard to gage an amount because it varies. There would be a difference in training current employees and hiring new people that would need school/training. Mr. Geissler asked how people are to request training. Assistant Chief Lober stated that there is a document that has to be completed and submitted through the Captain. The Captain will sign off only to make sure it is filled out completely.

Mr. Olinde asked if the lewd comment made at lunch while at training with District 1 was made before going to Vera's restaurant. Assistant Chief Lober stated that he didn't remember for sure hearing that there, it was so long ago he didn't remember the timing. Assistant Chief Lober did not know if the statement was revisited or if Jim just blew up there. Mr. Geissler stated that there was a conversation outside of the class room at some point in reference to the comments made and if Assistant Chief Lober recalled what point in the timeline it occurred. Assistant Chief Lober stated that he thinks there were words at the training building outside and more at the restaurant but he wasn't part of the conversation so he didn't know what was said and what time. He only knew that there was an incident and he tried to mitigate it after.

Mr. Olinde stated that Assistant Chief Lober was still under subpoena and subject to recall and not to discuss testimony with anyone.

Mr. Jim McQuilkin was sworn in.

Mr. Olinde stated that the board had a few questions about the crude comment that the Fire Chief made during training. Mr. Olinde asked if Mr. McQuilkin had any words with the Fire Chief before Vera's restaurant. Mr. McQuilkin stated that he did not, nothing pertaining to the situation. Mr. Olinde asked if the first time the comments were made was at Vera's. Mr. McQuilkin stated that it was first made at Vera's and he was 100% positive that it wasn't made before. Mr. Geissler asked if anything was mentioned outside of class or during class about unions. Mr. McQuilkin stated that there was not. Mr. McQuilkin stated that Chief was talking about putting union stickers on different things and once the comment was made he got offended and upset and left the table. Mr. Lusch asked if there was a discussion previously about the sticker or if he had made any jabs about Administration. Mr. McQuilkin stated that the comment did not happen outside of District 1 and he did not make any jabs at Administration. Mr. Geissler asked if the Chief attempted to apologize. Mr. McQuilkin stated not at the restaurant. They had more conversation at training. Once back at that department there was a conversation about how he was offended but nothing came of it. Mr. Lusch asked if he contemplated filing a grievance. He stated that he thought about it but didn't.

Mr. Olinde asked if Mr. McQuilkin knew about where a photograph of the Fire Chief in a Hitler pose was. Mr. McQuilkin stated that he only knew of the big one from Abe's hearing. He stated that he had never seen the picture.

Mr. Olinde stated Mr. McQuilkin was released and not to discuss his testimony with anyone until he was notified that he was fully released.

Mr. Geissler stated that questioning has concluded and the board will move into Executive session. There will be no votes or decisions made. The Executive Session was to discuss attorney-client privilege matter and investigative proceedings.

Mr. Geissler made a motion to move into Executive Session. Mr. Lusch seconded. A vote was taken.

-Mr. Geissler – Aye

-Mr. Lusch – Aye

Motion passed.

The board concluded their Executive session at 9:12.p.m. Mr. Geissler stated there were no decisions made or votes taken while in executive session.

Mr. Olinde would like to mark the subpoena returns as Exhibit I-13 in globo.

Mr. Geissler stated that testimony from subpoenas and Chief Sicard has been heard by the board. Mr. Lusch stated that going through the list on the Notice of Questioning and Supplemental Notice of Investigation that was given to Chief Sicard and prepared by Mr. Olinde, through the direction of the Judge, to give Chief Sicard and Counsel the opportunity to present his statements toward allegations. There are numerous allegations and he would like to review by bullet points to see if the board would like to move forward or discuss further.

Bullet 1.1.1 – On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo. (see exhibit I-3, page 20).

Mr. Geissler stated that Bullet 1.1.1 violates civil service R.S. 33:2560 –
“Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful or immoral conduct.”

Mr. Geissler made a motion to issue a pre-disciplinary hearing for Bullet 1.1.1. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye

Mr. Lusch – Aye

Motion passed.

Bullet 1.1.2 – On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District’s newest hire was “a dark skinned guy.” (see Exhibit I-4) Mr. Geissler did not believe there was intent on the Chief being discriminatory or racist. Mr. Geissler stated that he didn’t think there was any factual testimony to say the statement was a violation of policy. Mr. Lusch concurred. Mr. Geissler made a motion not to accept as a violation of civil service law. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Bullet 1.1.3 – You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See Exhibit I-3 at Page 9; Exhibit I-4) The facts show a verbal consult. Mr. Geissler does not define this action as disciplinary and does not believe he was specifically discriminated against based on race. Mr. Geissler made a motion not to accept as a violation of policy based on fact. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Bullet 1.1.4 – You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See Exhibit I-4) Mr. Geissler made a motion not to accept as a violation of policy based on fact. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Bullet 1.1.5 – You allegedly portrayed yourself as Adolf Hitler in a photograph and on fire district premises. (See Exhibit I-3 at page 20) Mr. Lusch stated that the board does not have this picture. At this time there is no factual evidence to act.

Bullet 1.2 – On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera’s Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin (Exhibit I-3 page 18) and the written statement of Captain James Dumas.

(Exhibit I-4). Mr. Lusch stated that there was evidence that it did occur and should be part of the hearing. Mr. Geissler stated this would fall under Civil Service law 33:2560. Mr. Lusch made a motion that it was a violation under R.S. 33: 2365. Mr. Geissler seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Bullet 1.3 – You allegedly used departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional requirements and hand-picked certain employees for advancement over other employees (See Exhibit I-3 page 12).

Mr. Lusch stated that the civil service board only has a right to say what the class plan has but has no control over what policies the Board of Commissioners approve for the policy book. He does not think that the Chief can be held directly responsible because the approval is the Board of Commissioners. Mr. Geissler does not think this is a violation of civil service law but thinks it does need to be addressed in a different venue.

Bullet 1.4 – You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See Exhibit I-3 page 24 – 26; Exhibit I-3 page 13 – 15).

Mr. Geissler stated that based on civil service class plan and the policy written by District 3, there is no violation of civil service law but this is an issue that the civil service board needs to address outside of a pre-disciplinary hearing.

Bullet 1.5 – You allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator Civil Service Class Plan.

Mr. Geissler stated this was not a violation of civil service law but it is something that the civil service board needs to address. Mr. Lusch concurred.

Bullet 1.6 – You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that “the seniority list does not mean anything” and that “certain people feel like once they become confirmed that they are untouchable and that is not the case.” (See Exhibit I-3 page 23; Exhibit I-3 at page 28).

Mr. Lusch stated that he could see as a probationary firefighter being told that could mean more than what it appears to be. The board does not know how it was spoken but as far as civil service law, it does not violate anything. Mr. Geissler agrees.

Bullet 1.7 – You allegedly counselled Captain James Dumas for not being a “team player” when he brought to your attention that parish and/or state law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. In connection with this reprimand you allegedly have not produced all of the subpoenaed paperwork.

Mr. Geissler stated that all subpoenaed paperwork was produced. Mr. Geissler stated that this was not a violation of civil service law. Mr. Lusch concurred.

Bullet 1.8 – You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.

Mr. Geissler stated that the Chief's testimony did state that there were times that the stations had to be closed but the facts show that there were no extraordinary numbers of resignations. Mr. Lusch stated that civil service laws has not been violated, it falls under the jurisdiction of the Board of Commissioners.

Bullet 1.9 – You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.

Mr. Lusch stated that this falls under the Board of Commissioners. Mr. Lusch states there is no violation to civil service law.

Bullet 1.10 – You have allegedly allowed a decline in the Fire District's ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.

Mr. Geissler stated that there were no specific details as to why. Mr. Lusch stated that Chief mentioned four reasons in his testimony (1) budget shortfall due to Heart Hospital, (2) Rate of turnover was higher, (3) decreased level of backfill as far as training is concerned and (4) change in numbers between the previous inspection and the latest inspection. Mr. Geissler stated there were no violations of civil service law. Mr. Lusch agreed but thinks some of the issues need to be addressed in a different venue. Mr. Geissler stated that the Civil Service Board can address the concerns to the Board of Commissioners.

Bullet 1.11 – You have allegedly falsified a preplan of business in the 30,000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Exhibit I-4).

Mr. Geissler stated no one presented a copy of the preplan. Mr. Lusch stated that it was sent through email. Mr. Geissler stated there would be further review on this. Mr. Lusch asked to subpoena the preplan book.

Bullet 1.12 – You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications Firefighter Cookmeyer.

Mr. Geissler stated that facts show that Jim McQuilkin was allowed to operate that fire station with an injury however Chief Sicards testimony stated that he consulted with the department physician and that Jim McQuilkin requested to come back to work. Mr. Geissler stated that there was no violation of civil service law.

Mr. Olinde summarized that there is evidence that the board believes substantiates the allegations that on or about May 5, 2015 the Chief allegedly made a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo. With those facts, there is evidence to seek a disciplinary hearing on the basis of potential violation of 33:2565.

Mr. Olinde stated the other factual allegation that the board found would fit under the same statute, 33:2565, that On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin and the written statement of Captain James Dumas.

These two allegations should form the basis of a pre- disciplinary hearing due to potential violations of 33:2565 (5) and departmental policy.

Mr. Lusch made a motion for a pre- disciplinary hearing for Bullet 1.1.1 and 1.2. Mr. Geissler seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Olinde stated that the board wanted to defer any action on the allegation that the Chief allegedly portrayed himself as Adolf Hitler in a photograph and on Fire District 3 premises. Also, the allegation that he falsified a preplan of a business located in the 30000 block of Hwy 190, details in a statement by Captain James Dumas. Mr. Lusch moves to make this a motion. Mr. Geissler seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Geissler made a motion that the remaining allegations do not violate the civil service law based on the facts received from testimony and evidence documented. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Lusch made a motion for counsel, Mr. Olinde, to prepare the documentation for the Pre-Disciplinary hearing and also the notification to Chief Sicard and the pre-disciplinary hearing to be scheduled Thursday, June 9, 2016 at 5:00 p.m. Mr. Geissler seconded.

Chief Sicard asked if there was an alternative date, he will not be available. Mr. Olinde stated that he could do an extension but he needed to check with Mr. Buras and would contact him tomorrow.

A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Geissler made a motion to adjourn. Mr. Lusch seconded. A vote was taken.

Mr. Geissler – Aye
Mr. Lusch – Aye

Motion passed.

Mr. Olinde asked that Chief Sicard let Mr. Buras know that he would be calling him.

Meeting was adjourned at 10:05 p.m.

Minutes submitted by
Theresa McCarthy, Secretary
July 11, 2016

Approved by the board
Approved July 11, 2016

**St. Tammany Fire District No. 3 Civil Service Board
will hold a special meeting June 2, 2016 @ 5:00 p.m.
at the Training Center located at 29278 HWY 190**

AGENDA

Roll Call

Old Business:

Continuation of the Investigation started May 23, 2016 : Questioning of the Fire Chief.

Executive session for the purposes of discussing attorney-client privilege matters and investigative proceedings.

Post at the Administrative Building May 27, 2016 through June 2, 2016

**DO NOT REMOVE BY ORDER OF THE ST. TAMMANY PARISH FIRE
DISTRICT 3 CIVIL SERVICE BOARD**

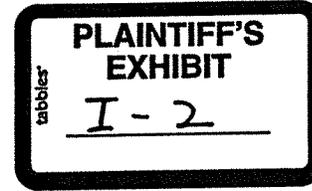
Meeting Sign-In Sheet

Civil Service Special Mtg
Type of Meeting

6-2-16
Date

NAME: PLEASE PRINT

1. Doreen [Signature]
2. Cynthia Rester
3. Paula Boone
4. James Dumas
5. Donal Rodriguez
6. Dan Rost
7. Doug McGary
8. Mossie McCarty
9. Kurt Anderson
10. Wlan May
11. Kerry Kehoe
12. Jeanne Hutchison
13. Kurtis Hutchison
14. Reemil Khalil
15. Jackie Hubbard
16. Karen McCudkin
17. Michael Gill
18. Jamil Dumas
19. [Signature]
20. _____



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

1

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

People needing to be subpoena

Daniel Rodriguez

James Dumas

Dan Rost

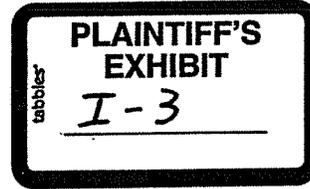
Abe Dawson

Brent Pearson

Eddie Rodriguez

Jim McQuilkin

Keith Kern



“Unwilling or failure to perform the duties of his position in a satisfactory matter.”

- Lack of Promotional List
- Captain of Force
- Captains Requirement
- Failure to comply with OSE
- Failure to provide public documents
- Unwillingness to discipline fairly
- Disregarding CSB hiring requirements

B: Location*

Check this box to indicate that the address for this incident is provided on the Wildland Fire Census Tract Module in Section B "Alternative Location Specification". Use only for Wildland fires.

Street address
 Intersection
 In front of
 Rear of
 Adjacent to
 Directions

64041 HWY 434
 LACOMBE LA 70445

Cross street or directions, as applicable

C: Incident Type *

320 Emergency medical service, incident Type

D: Aid Given or Received*

Mutual aid received
 Automatic aid recvd.
 Mutual aid given
 Automatic aid given
 Other aid given
 None

E1: Date & Times (Midnight is 0000)

Check boxes if dates are the same as Alarm Date.
 Alarm * 01/07/2016 16:59:43
 Arrival * 01/07/2016 17:02:42
 Controlled
 Last Unit Cleared 01/07/2016 18:19:42

E2: Shift & Alarms

Local Option: B 01 FD3

E3: Special Studies

Local Option: Special Study ID# Special Study Value

F: Actions Taken *

30 Emergency medical Primary Action Taken (1)

G1: Resources *

Check this box and skip this section if an Apparatus or Personnel form is used.

Apparatus Personnel
 Suppression
 EMS 0002 0003
 Other

G2: Estimated Dollar Losses & Values

LOSSES: Required for all fires if known. Optional for non fires. None

Property \$ 000,000
 Contents \$ 000,000
 PRE-INCIDENT VALUE: Optional
 Property \$ 000,000
 Contents \$ 000,000

Completed Modules

Fire-2
 Structure-3
 Civil Fire Cas.-4
 Fire Serv. Cas.-5
 EMS-6
 HazMat-7
 Wildland Fire-8
 Apparatus-9
 Personnel-10
 Arson-11

H1: Casualties

None
 Deaths Injuries
 Fire Service
 Civilian
H2: Detector
 Required for Confined Fires.
 Detector alerted occupants
 Detector did not alert them
 Unknown

H3: Hazardous Materials Release

None
 1 Natural Gas: slow leak, no evaluation or HazMat actions
 2 Propane gas: <21 lb. tank (as in home BBQ grill)
 3 Gasoline: vehicle fuel tank or portable container
 4 Kerosene: fuel burning equipment or portable storage
 5 Diesel fuel/fuel oil: vehicle fuel tank or portable
 6 Household solvents: home/office spill, cleanup only
 7 Motor oil: from engine or portable container
 8 Paint: from paint cans totaling < 55 gallons
 0 Other: Special HazMat actions required or spill > 55gal.. Please complete the HazMat form

I: Mixed Use Property

Not Mixed
 10 Assembly use
 20 Education use
 33 Medical use
 40 Residential use
 51 Row of stores
 53 Enclosed mall
 58 Bus. & Residential
 59 Office use
 60 Industrial use
 63 Military use
 65 Farm use
 00 Other mixed use

J: Property Use*

Structures

31 Church, place of worship
 61 Restaurant or cafeteria
 62 Bar/Tavern or nightclub
 13 Elementary school or kindergarten
 15 High school or junior high
 41 College, adult education
 11 Care facility for the aged
 31 Hospital

Outside

24 Playground or park
 55 Crops or orchard
 69 Forest (timberland)
 37 Outdoor storage area
 19 Dump or sanitary landfill
 31 Open land or field

341 Clinic, clinic type infirmary
 342 Doctor/dentist office
 361 Prison or jail, not juvenile
 419 1-or 2-family dwelling
 429 Multi-family dwelling
 439 Rooming/boardng house
 449 Commercial hotel or motel
 459 Residential, board and care
 464 Dormitory/barracks
 519 Food and beverage sales
 936 Vacant lot
 938 Graded/care for plot of land
 946 Lake, river, stream
 951 Railroad right of way
 960 Other street
 961 Highway/divided highway
 962 Residential street/driveway

539 Household goods, sales, repairs
 579 Motor vehicle/boat sales/repair
 571 Gas or service station
 599 Business office
 615 Electric generating plant
 629 Laboratory/science lab
 700 Manufacturing plant
 819 Livestock/poultry storage (barn)
 882 Non-residential parking garage
 891 Warehouse
 981 Construction site
 984 Industrial plant yard

Lookup and enter a Property Use code only if you have NOT checked a Property Use box:
 Property Use 571
 Service station, gas station

1 Person/Entity Involved Local Option Business name (if applicable) 985 - 000 - 0000
 Area Code Phone Number

Check this box if same address as incident location. Then skip the three duplicate address lines.

Mr., Ms., Mrs. First Name MI Last Name Suffix

Number Prefix Street or Highway Street Type Suffix

Post Office Box Apt./Suite/Room City

State Zip Code

More people involved? Check this box and attach Supplemental Forms (NFIRS-18) as necessary

2 Owner Same as person involved? Then check this box and skip the rest of this section. Business name (if Applicable) Area Code Phone Number

Local Option

Check this box if same address as incident location. Then skip the three duplicate address lines.

Mr., Ms., Mrs. First Name MI Last Name Suffix

Number Prefix Street or Highway Street Type Suffix

Post Office Box Apt./Suite/Room City

State Zip Code

Remarks
 Local Option

16:59:09 Dispatched Recd Call 01/07/2016
 01/07/2016 16:59:30 7542 POSITION-4
 POSS SIEZURE

432 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Authorization

GEIS02 Officer in charge ID	Geissler, Michael Signature	CAPT Position or rank	<input type="text"/> Assignment	01 Month	07 Day	2016 Year
SEH01 Officer making report ID	Sehlinger, Paul Simon Signature	FR Position or rank	<input type="text"/> Assignment	01 Month	07 Day	2016 Year

52010	LA	MM 1	DD 7	YYYY 2016	330	16-0000016	000	Complete Narrative
FDID *	State *	Incident	Date *	Station	Incident Number *	Exposure *		

Narrative:

16:59:09 Dispatched Recd Call 01/07/2016
01/07/2016 16:59:30 7542 POSITION-4
POSS SIEZURE

M32 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Apparatus or * Resource	Date and Times					Sent <input checked="" type="checkbox"/>	Number of * People	Use <small>Check ONE box for each apparatus to indicate its MAIN use at the incident.</small>	Actions Taken	
	<small>Check if same as alarm date</small>									
	Dispatch	Month	Day	Year	Hour	Min		Suppression		
1 ID MED32 Type 76	<input type="checkbox"/>	1	7	2016	17:01		<input checked="" type="checkbox"/>	<input type="checkbox"/>	00	
	Arrival <input checked="" type="checkbox"/>	1	7	2016	17:07			<input checked="" type="checkbox"/>		
	Clear <input type="checkbox"/>	1	7	2016	17:38			<input checked="" type="checkbox"/>		
2 ID MED33 Type 00	<input type="checkbox"/>	1	7	2016	17:01		<input checked="" type="checkbox"/>	<input type="checkbox"/>	00	
	Arrival <input type="checkbox"/>	1	7	2016	17:02			<input checked="" type="checkbox"/>		
	Clear <input type="checkbox"/>	1	7	2016	18:19			<input checked="" type="checkbox"/>		
3 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
4 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
5 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
6 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
7 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
8 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		
9 ID Type	<input type="checkbox"/>						<input type="checkbox"/>	<input type="checkbox"/>		
	Arrival <input type="checkbox"/>							<input type="checkbox"/>		
	Clear <input type="checkbox"/>							<input type="checkbox"/>		

Type of Apparatus or Resources

- Ground Fire Suppression
- 11 Engine
- 12 Truck or aerial
- 13 Quint
- 14 Tanker & pumper combination
- 16 Brush truck
- 17 ARF (Aircraft Rescue and Firefighting)
- 10 Ground fire suppression, other
- Heavy Ground Equipment
- 21 Dozer or plow
- 22 Tractor
- 24 Tanker or tender
- 20 Heavy equipment, other
- Aircraft
- 41 Aircraft: fixed wing tanker
- 42 Helitanker
- 43 Helicopter
- 40 Aircraft, other

- Marine Equipment
- 51 Fire boat with pump
- 52 Boat, no pump
- 50 Marine apparatus, other
- Support Equipment
- 61 Breathing apparatus support
- 62 Light and air unit
- 60 Support apparatus, other
- Medical & Rescue
- 71 Rescue unit
- 72 Urban Search & rescue unit
- 73 High angle rescue unit
- 75 ELS unit
- 76 ALS unit
- 70 Medical and rescue unit, other

More Apparatus?
 Use Additional
 Sheets

- Other
- 91 Mobile command post
- 92 Chief officer car
- 93 HazMat unit
- 94 Type 1 hand crew
- 95 Type 2 hand crew
- 99 Privately owned vehicle
- 00 Other apparatus/resource
- NN None
- UU Undetermined

3 Apparatus or Resource *	Date and Times				Sent	Number of * People	Use	Actions Taken	
	Check if same as alarm date							Check ONE box for each apparatus to indicate its main use at the incident.	
Use codes listed below	Month	Day	Year	Hours/mins					

1	ID MED32	Dispatch <input type="checkbox"/>	1	7	2016	17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00	
Type 76		Arrival <input checked="" type="checkbox"/>	1	7	2016	17:07	<input checked="" type="checkbox"/>	2	<input checked="" type="checkbox"/> EMS		
		Clear <input type="checkbox"/>	1	7	2016	17:38			<input checked="" type="checkbox"/> Other		

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
EIS02 EH01	Geissler, Michael Sehlinger, Paul	CAPT REC	X X				

2	ID MED33	Dispatch <input type="checkbox"/>	1	7	2016	17:01	Sent <input checked="" type="checkbox"/>		<input type="checkbox"/> Suppression	00	
Type 00		Arrival <input type="checkbox"/>	1	7	2016	17:02	<input checked="" type="checkbox"/>	1	<input checked="" type="checkbox"/> EMS		
		Clear <input type="checkbox"/>	1	7	2016	18:19			<input checked="" type="checkbox"/> Other		

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
CQU01	McQuilkin, Jim	FF/OP-EM TB	X				

3	ID	Dispatch <input type="checkbox"/>					Sent <input type="checkbox"/>		<input type="checkbox"/> Suppression		
Type		Arrival <input type="checkbox"/>							<input type="checkbox"/> EMS		
		Clear <input type="checkbox"/>							<input type="checkbox"/> Other		

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				

52010

FDID

LA

State

1

7

Incident Date

2016

330

Station

16-0000016

Incident Number

000

Exposure

Responding
Units/Personnel

Unit	Notify Time	Enroute Time	Arrival Time	Cleared Time
ED32 Unit MED32	17:01:46	17:01:46	17:07:22	17:38:20

Staff ID\Staff Name	Activity	Rank	Position	Role
GEIS02 Geissler, Michael	medical emergenc	Captain		EMT-P
SEH01 Sehlinger, Paul Simon	medical emergenc	RECRUIT	Emergency Me	Driver

ED33 Unit MED33	17:01:46	17:01:46	17:02:42	18:19:42
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Staff ID\Staff Name	Activity	Rank	Position	Role
MCQU01 McQuilkin, Jim	medical emergenc	Firefighter	Firefighter	EMT-B

To whom it may concern

I Abraham J. Dawson an employee at STFPD#3 was informed by Captain Dumas that I was to receive a verbal/written consultation regarding an incident that occurred on 02/12/2016.

This incident involved my response to a call that happen while i was on shift at station 33. The call involved a unresponsive patient at Beacon Behavioral. Which I responded to the call by myself in Medic 33. Prior to the call Chief Sicard was at station 33 swapping out the monitors on the Ambulances to be checked for maintenance. We started talking about the ambulances and the response changes that the department was trying to figure out as far as responding to a medical with one ems provider in the ambulance. Chief Sicard stated that he was still trying to see if the department fell under a possible exemption or something because of the situation with man power and other things that he didn't elaborate on. While still standing talking to Chief Sicard he informed me that he would be leaving his spare monitor from his truck with me on Medic 33 just in case we had another call like firefighter Mcquilken had where he had an unresponsive patient at Gators Quick Stop several shifts before. Where i would respond to a call like that without a monitor. Once Chief Sicard left that station maybe one to two hours after we had an unresponsive call and Beacon Behavioral as i mentioned earlier in the letter where i responded by myself in the med unit. I don't feel like i disobeyed any orders or mandates that was set down by Chief Sicard that was deserve a verbal/written consolation. Also since this event happened other people have had to respond to calls by themselves and no other order was given by Chief Sicard. I was the only person to be written of from this type of event.

Abraham Dawson

Budget Request2.docx

Open with



July 7, 2014

Administration
St. Tammany Fire District 3
27690 Main Street
Lacombe, LA 70445

Dear Chief Pat Sicard:

This is a request under the Louisiana Public Records Law RS 44:1. I am making this request on behalf of my association, St. Tammany Fire District 3 Association Local 4950. In this capacity, I wish to inspect all records in your custody and control pertaining to the following:

1. Detailed STFD3 Annual Budget for the current fiscal year
2. Detailed STFD3 Annual Budget for the 2013 (or previous fiscal year)
3. Salaries and deposits for all current employees
4. EMS revenue

If all or any part of this request is denied, I request that I be provided with a written statement of the grounds for the denial. If you determine that some portions of the requested records are exempt from disclosure, please provide me with the portions that can be disclosed. My previous request for detailed budgets were not met as I was provided with a generic outline of expenditures and revenue. My previous request for salaries and deposits for all current employees was also not met to any degree.

Please advise me as to the cost, if any, for inspecting the records described above. I anticipate that I will want copies of some or all of the records sought. If you have adopted a fee schedule for obtaining copies of records and other rules or regulations implementing the Act, please send me a copy. Additionally, I am requesting a fee waiver or reduction under Louisiana Public Records Law RS 44:1 because this information is in the public interest. This is relevant to the public due to understaffing of the department which in turn affects quality of service and insurance rating.

I look forward to receiving disclosable records promptly and, in any event, to a decision about all of the requested records within 3 business days, or by July 10, 2014. A failure to respond to the request within the statutorily required 3 days will be considered a denial by the applicant and appropriate judicial relief will be sought. Thank you for your cooperation. If you have any questions regarding this request, please telephone me at (504) 638-0331 or email me at firefightr366@gmail.com.

Sincerely,
Daniel Rodriguez
President, Local 4950



D Rod <firefightr366@gmail.com>

budget request

Patrick Sicard <parapat3@gmail.com>
To: Danny Rodriguez <firefightr366@gmail.com>

Mon, Jul 7, 2014 at 3:58 PM

Danny,
Please see Mary when you return to work. You need to sit down with her and explain exactly what you're looking for so she can print the paperwork that you are still seeking.
As far as individual salaries, Mary can print you out salaries of employee positions here but she has been instructed to not attach names to each salary for security reasons (identity theft) for each employee. If you are requesting names with each salary paid at STFD#3, let me know. If this is the case, I will bring this request to the D.A.'s office before that information is released. The Parish D.A.'s office has instructed me to not submit names of employees with salaries and to advise them if this information is requested.

300
[Quoted text hidden]

May 20th 2015

"...It is a departmental concern after we approve and allow people to take the test for promotional exam whether they're going to put that person in the position based on departmental requirements am I correct in saying that?" So if I were to say no that you don't have to have paramedic, you don't have to have A, B, and C, Chief Sicard can come in and say yah, I want him to be paramedic and I'm not going to promote this person, is that correct?

Chief Sicard "That is correct"

*Policy Book
Needed!*

FIRE CAPTAIN

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions, the primary duties of which involve the supervision of the operations of a fire station, including the supervision of firefighting personnel, apparatus and equipment on an assigned shift. Employees of this class respond to emergency calls, assume command at the scene of an emergency in the absence of a superior officer, and assist in the training of subordinate employees. Fire Captains have the authority to work independently in most areas, performing special tasks with only general instructions. Employees of this class report to and have work reviewed by the Assistant Fire Chief. Fire Captains rank directly below the class of Assistant Fire Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Responds to all fire and emergency medical calls, supervises driving of fire apparatus, and directs the positioning of the fire apparatus at the fire or emergency scene. Directs the operation of a fire company by gathering and assessing pertinent data provided by dispatcher, performing size-up of an emergency scene, and observing and responding to changes in fireground conditions. Sets up the fireground perimeter for crowd and traffic control. Performs firefighting operations and supervises subordinate employees in search and rescue, forcible entry, self-contained breathing apparatus, ladder operations, ventilation, nozzle and hose handling, protection of exposures, fire extinguishment, pump operations, sprinkler and standpipe systems, water supplies, and salvage and overhaul. Supervises and performs emergency medical services such as basic first aid, CPR, and first responder services. Supervises the handling of hazardous materials. Serves as fire safety officer. Maintains communications between the fire scene and other authorized personnel, calling for assistance when needed.

Manages and supervises the operation of a group of fire suppression personnel for one shift by performing such duties as issuing orders and assigning work or duty areas, inspecting appearances of personnel and equipment, reviewing written reports, and delegating authority as allowed. Provides assistance to subordinates in technical areas of work. Oversees the work performance by subordinates, conducts employee performance evaluations, and discusses work performance with subordinates. Counsels employees

who are experiencing work problems and resolves employee complaints and grievances. Assists in maintaining discipline among subordinates by recommending disciplinary action to the appointing authority. Briefs incoming Fire Captain on all pertinent activities that occurred or those that will occur on the upcoming shift.

Personally trains personnel by conducting training in the classroom and providing informal or on-the-job training for new employees. Conducts drills and evolutions.

Performs pre-fire planning inspections by visiting businesses, schools, and places of public assembly, inspecting for fire protection purposes, including conducting fire drills. Assists arson investigation personnel by securing the fire scene to prevent removal or damage of evidence. Searches for, protects, preserves, reports, and maintains the chain of custody of any evidence of suspected arson. Testifies in court when required.

Recommends management policies, goals, and objectives for the department. Participates in the research and planning for programs and activities of the department. Recommends changes in department operations that will help the city improve ISO ratings. Evaluates the efficiency of response units following emergency incidents.

Conducts tests or directs the testing of fire department apparatus and equipment. Inspects fire apparatus, station, buildings, and facilities to ensure compliance with departmental standards. Reports and receives reports about any problems with fire department property and equipment for the purposes of repair and maintenance. Maintains inventory of supplies and equipment, and orders and distributes supplies and equipment to personnel as required.

Provides for the maintenance of department records, such as records of activity, inventory records, or any others which may be required. Personally completes any forms, records, or reports as required. Compiles data and writes reports.

Participates in special community projects designed to improve public relations. Makes presentations and demonstrations related to fire prevention and fire safety. Conducts tours of department facilities for school or civic groups.

Performs related duties as assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid Louisiana driver's license.

Must be a regular and permanent employee in the class of Firefighter/Operator by the closing date for application to the board.

Must possess certification as Firefighter I, Firefighter II, Driver/Operator, Fire Service Instructor I, Fire Investigator I, Hazardous Materials I, Hazardous Materials II, Fire Officer I, immediately preceding closing date for application to the board.

The above certifications must be from the Louisiana Firefighter Certification Program or another agency accredited by the National Board on Fire Service Professional Qualifications (NBFSPQ) or the International Fire Service Accreditation Congress (IFSAC).

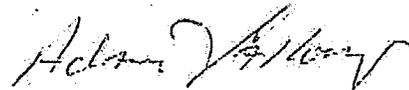
Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

“Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct.”

- Sworn statement by Adam Galloway
- Sworn statement by Jim McQuilkin
- Sworn statement by Eddie/Danny Rodriguez
- Sworn statement by Brent Pearson
- Abe’s appeal hearing request

To whom it may Concern:

In the fall of 2012 I received a phone call from Sandy Prather the EMS Training Supervisor of Nunez Community College stating that Ass Chief Sicard was just at the facility and was tell her that I stole the CPR mannequins from the department. At the time we were borrowing ems equipment from Nunez for ems training. Approx. 2-3 weeks earlier I returned the CPR mannequins back to Nunez and told Chief Flynn that I did. Ass chief Sicard told many individuals that I was a thief and many of these individuals was my peers. In addition to Ass Chief Sicard calling me a thief, he had a problem with what employees were doing on their days off duty. I was working PT at another fire department as were other individuals. Ass chief Sicard said that was a conflict of interest for STFD#3. I requested a meeting with Chief Flynn talk with him about the Slander and deformation about me and the issue with Ass Chief Sicard telling me I could not work for another department on my days off duty from STFD#3. I told chief Flynn what was being said about me and what I did on my days off from the departments is none of the departments business. Chief Flynn agreed and also told me that he did receive a call from Nunez stating that Ass Chief Sicard was indeed spreading rumors and gossip about me. Which is in direct violation of STFD#3 policy. Sometime in the weeks to follow, STFD#3 had a department meeting. In the Department meetings you are allowed to bring up departmental issues as a group. Chief Flynn asked if I had any issues that needed to be brought up and I stood and asked Ass chief Sicard why he was calling me a Thief and why it any concern of the Departments what I did on my days off? Ass Chief proceeded to say he did not say anything about me being a thief or what or where I worked on my days off which was a lie. Many of the employees in the meeting stood and also said he said the same about them work at other Departments and also Chief Flynn stated that he did receive a call from Ms Prather about Ass Chief Sicard Calling me a Thief. Ass Chief Sicard still denied he Called me a Thief and said that all of this was taken out of context.



ON JULY 31 2015 I WAS
ATTENDING A SAFETY OFFICER COURSE
ALONG WITH MY CHIEF & ASST CHIEF
AND SOME OTHER MEMBERS OF D3 & D1
AROUND NOON, CLASS WAS DISMISSED FOR
LUNCH. SO A GROUP OF US WENT TO
ORDER FOR LUNCH APPROX 6 OF THAT
I INCLUDED THE FIRE CHIEF'S ASST CHIEF
WE ALL TOOK OUR SEATS & SAT NEXT TO
CHIEF'S, CARD, WE WERE ALL ENGAGED IN DIFFERENT
CONVERSATIONS. THE THE CHIEF JUST
TALKING ABOUT THE UNION ABOUT PUTTING
STICKERS ON DIFFERENT THINGS. MAKING THE UNION
CHIEF WAS JUST TRYING TO BE FRIENDLY
I LISTENED NOT BEING TO SETHER OUT ABOUT

WHAT HE WAS SAYING UNTIL
THE CHIEF SAID YOU NOW WHAT YOU
SHOULD DO IS TAKE A PIECE A MEAT
CARVE A WHOLE IN IT STICK A UNION
STICKER IN IT THE STICK YOUR DICK
IN AND FUCK IT. YOU CAN FUCK THE UNION
AT THAT TIME I BECAME VERY UPSET
AND ANGRY. ~~I~~ STOPPED SERVING MY
STUFF AND SAT AT ANOTHER TABLE
BY MYSELF. THEN CAPT GEISTER CAME
OVER TO SEE WHAT THE PROBLEM WAS I TOLD
HIM THE SITUATION, I SAID CANT SIT
OVER THERE WITH HIM BECAUSE I MIGHT SOB
OR DO SOMETHING I MIGHT REGRET

Eddie Rodriguez

Firefighter/Paramedic

05/10/2016

EXAMPLES OF CHIEF SICARD'S RACIAL BEHAVIOR

During my probational period of 2013 I witnessed Chief Sicard doing a Hitler signal with his hand while coming in to the office at station 31. Chief Sicard had just stepped in to the Chief position after the previous Chief resigned. Because this was my probation period, I did not make any comment about this gesture I just witnessed. I was in a vulnerable position, having just moved from Georgia and relocating my family, so I did not want to put my job in jeopardy by "making waves." Prior to this incident I had already noticed a picture in the office of station 31, which depicts Chief Sicard with a Hitler style mustache. I had heard of Chief Sicard's fascination with Adolf Hitler, but to me, this seemed more than just a fascination. When the letter from Capt. Geissler came to light, this behavior of Chief Sicard changed from just a fascination to more of an admiration of this horrible tyrant.

On May 5th, 2015 Chief Sicard called Capt. Dumas on the captain phone. I was with Capt. Dumas at station 31 when he relayed the information from the phone call. Chief Sicard called to inform Capt. Dumas that he was giving myself and my brother, Daniel Rodriguez an hour lunch so that we could go to Pepe's Mexican restaurant to celebrate "Cinco de Mayo". I asked Capt. Dumas if this was just a joke or was Chief Sicard serious? After witnessing in prior years, as mentioned above, Chief Sicard's admiration for Adolf Hitler I was not sure how to take this comment.



Signature

“Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose.”

- Sworn statement by Dan Rost
- Questioning in interview process about Unions
- James being forced to attend paramedic school or receive discipline

To whom it may concern,

During the process of interviewing with St. Tammany Fire Protection District #3 I was asked what my opinion was on Unions and how I felt about them. I informed the administration that I was unaware that firefighters even had Unions and proceeded with my interview.

Dan Rost

To whom it may concern,

I Dan Rost am writing this letter after I had a conversation with Chief Sicard making references to promotions. I was in the Chief's office having a conversation pertaining to a complaint that was brought to the Chief's attention involving myself, Jim McQuilkin, and Reggie Haile. During our conversation Chief Sicard was trying to get the facts about a misunderstanding about Reggie Haile and us two. During the conversation Chief Sicard made the reference to the complaint and how I don't want to build a "negative reputation" and don't want to go down that path. We continued to talk about the conversation and my future as an employee and that I am now confirmed and on the seniority list. After explaining my side of the misunderstanding, the Chief made some comments that caught me by surprise. The Chief made some statements that included seniority and who are up for promotion. He decided to use Reggie as an example and the certifications that he holds. He said to me that "the seniority list in his office doesn't mean anything. Not to put Reggie's business out there but Reggie knows the EMS laws and if I want to promote him before someone else, I can do that". My response was ok and I finished my explanation of why I felt Reggie shouldn't have taken my talk with him as offensive.

Dan Rost



St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

Office: 985.882.5977 Cell: 985.677.4060

Fax: 985.882.6664

parapat3@gmail.com

Patrick F. Sicard
Fire Chief

OFFICIAL ORDER FOR PARTICIPATION IN PARAMEDIC SCHOOL 2015-2016

May 29, 2015

James Dumas, Captain
St. Tammany Fire Protection District No. 3
27690 Main Street
Lacombe, Louisiana 70445

Re: Paramedic School

Dear Captain Dumas:

As a courtesy, and in accordance with the STFD#3 (the District) policy, effective May 29, 2015, regarding the requirements for Fire Captain, I am hereby notifying you of the following mandates.

You are hereby ordered and required to enroll or enter into the January 2016 Paramedic course at the National EMS Academy (NEMSA) in Covington, LA. This requirement is mandated through departmental policy. A copy of the policy is attached for your review.

It has come to our attention that you may not be in compliance with this policy.

Accordingly, you now have approximately eighteen [18] months to complete this program and secure all necessary credentials. If you feel that this time frame is inadequate to complete the Order herein, please notify me by the close of business at 4:00 p.m. on May 29, 2015. If we do not hear from you, in writing, that this time frame creates a valid hardship exclusively determined by the Fire Chief, or otherwise cannot be timely met, then it will be understood that you will comply with the mandates within the time mentioned. Only for good cause shown shall the deadline of March 31, 2017 be extended. Examples of extensions which may be granted beyond the March 31, 2017 deadline are: 1. closures of the school or course interruptions by the NEMSA faculty, which extend the completion of the course by more than thirty [30] days; 2. A serious work-related injury which results in the employee's inability to attend class beyond the attendance mandates of the school resulting in an involuntary dismissal from the school. Any decision to extend the deadline of March 31, 2017 shall be at the sole discretion of the Fire Chief.

Failure to achieve timely credentials and licensure may result in disciplinary action.

According to the District's policy, to be eligible for a promotion to the rank of Fire Captain and/or to retain the rank of Fire Captain, all employees are required to obtain and maintain the

certification/licensing, i.e. Compass Test, Anatomy & Physiology (A&P) semester course prerequisite, National Registry of EMT-Paramedic certification, LA State Paramedic license, A.C.L.S. card, C.P.R. card and P.A.L.S. card.

It is strongly suggested that you enroll and attend the course that commences September 09, 2015 at the NEMSA location in Covington, LA. All information pertaining to the A&P course and the subsequent paramedic course may be obtained at the seminars being held at the National EMS Academy in Covington. For your information, the dates of the seminars are June 09th or 11th and July 06th or 09th. Each seminar begins at 1:00 p.m. and terminates around 3:00 p.m. It is required that you attend one of the four seminar dates as indicated. You are solely responsible for enrolling and attending all courses required by NEMSA.

Additionally, if you do not have a Compass test score or an ACT score that is less than 5 years old, you will be required to take one of these tests offered at Southeastern LA University or North Shore Technical College in Hammond, LA as a prerequisite to entering the A&P and paramedic courses. This is a NEMSA requirement for enrollment. Please visit the college/ university websites and/or phone the college/university for further information.

In December 2016, the paramedic course will end. Beginning on the first day after your classes end, you will have ninety (90) calendar days to successfully pass both the NREMT written and practical testing. When the 90-day time period has terminated, or earlier if applicable, you are required to immediately submit all of the necessary cards, licenses, certifications, etc. described above to the STFD#3 Administrative Manager. If you acquire all of the necessary cards, licenses, certifications, etc. prior to the ninety-day deadline, you will be required to submit all of the required cards, licenses, certifications, etc. prior to the deadline in order to start practicing as a Fire Captain/Paramedic as soon as possible following your eligibility.

STFD#3 will pay all tuition, book fees, school uniform fees, testing, and other associated school fees pertaining to the paramedic course and any prerequisites as part of the department-required training loan program. The payment of school costs in the program does not include personal items such as licensing fees, stethoscopes, blood pressure cuffs, sheers, pouches, pen lights, shoes/boots, belts, hats, etc. You will be required to sign the department's student tuition loan contract prior to the start of the paramedic curriculum and abide by the conditions of the contract. If you choose not to participate in the loan program, you may elect to pay for the training yourself.

You will be paid appropriately, in accordance with the law, for all hours that you spend in class and in the lab (to include your internship in the hospital and on the ambulance) as part of the paramedic curriculum, subject to the departmental guidelines for training. It will be your responsibility to complete the department's "unscheduled /overtime" payroll form to be submitted to the Assistant Chief along with a signature from your instructor verifying that your school hours are true and honest. If the class has a student sign-in/sign-out roster, you will also be obligated to turn in a copy of the student roster along with the department's "unscheduled/O.T." payroll form to the Asst. Chief. This includes any scheduling forms for "hospital time" and "ambulance ride time." Any school hours not turned into the Asst. Chief by the morning of payroll day, (every other Monday), may result in delayed payments for these hours until your next payroll check. It is not the responsibility of the Asst. Chief to obtain a student's school attendance records and staffing records for the purposes of completing payroll. It is the responsibility of the student to make sure that his/her student attendance records and "unscheduled/O.T." payroll forms are turned in to the Asst. Chief's office in a timely manner in order for the student to be paid.

James, you are hereby ordered to successfully acquire your paramedic certification and all associated certifications, cards, licenses, etc. in order to retain your rank as Fire Captain with STFD#3.

If you fail to timely obtain these requirements by the deadline, March 31, 2017, you will be placed under investigation by the Fire Chief, as per law, to address your non-compliance with the departmental policy regarding becoming a paramedic as part of the Fire Captain requirements.

Please contact me if you have any questions concerning this directive. If you have questions regarding the training specifically, or the seminars or prerequisites, you may contact the school at 985.892.5395.

Professionally yours,



Patrick Stuard, Fire Chief

5/29/15

Date

James Dumas, Captain

Date



Scott Lobet, Asst. Chief
Witness

5/29/15

Date

“Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board.”

- Sworn statement by Dan Rost

To whom it may concern,

I, Dan Rost, am writing this letter in reference to a conversation I had with Chief Sicard after I was informed that I would be confirmed. Chief Sicard was having a conversation with me after getting word that I would be getting confirmed about how his position works and the authority he has to do certain things. He made the statement that he has the deciding factor on all confirmation. At one point he even mentioned that "certain people feel like once they become confirmed that they are untouchable and that is not the case".

Dan Rost

Grievance Letter

To the civil service board of St Tammany fire protection district 3

I, James Dumas the senior captain of St Tammany fire protection district 3, am writing this letter to inform the board of the following incidents.

I find that my ability to accomplish my classification responsibilities, as a captain are being hindered. The fire chief Sicard has reportedly had meetings with two of my subordinates without my knowledge, Jim McQuilkin and Dan Rost. In these meetings I was informed by Jim and Dan that I was being negative according to the fire chief. In one instance, it was reported to me that, this negativity would end soon. I took this supposed statement as prejudicial. Am I under investigation by the fire chief? I have not had any meeting with Assistant chief lóber or Chief Sicard that referred to my negativity. It is now over two weeks since these meetings with my subordinates.

As of today, 10/28/15 my subordinate Jim McQuilkin is apparently moving to B-Shift. I have not had any meeting or been informed of this move. I have been told by Captain Geissler I might get Paul sehlinger to replace him. I had been informed on my off day by Jim mcquilkin that he had been told he would be moving to b shift about a week before this letter. The November schedule is now out showing that Jim McQuilkin has been moved to B-shift. This leaves a new employee, Scott cookmeyer to be the only employee to man station 33. See his recent evaluation completed by myself and Captain Geissler. That being said, apparently in a second meeting with jim mcquilkin, he was told that it would now be captain Dumas responsibility to make sure ff/operator cookmeyer could do his job. I have only worked the same station with FF/Cookmeyer a handful of times. As such if I had been advised of this change, I could have met with chief lóber and/or chief sicard. More importantly I could meet with ff/operator cookmeyer. I was not given the ability to act as a supervisor. This instance brings myself to question if this is the only incident? Will my subordinates now be hesitant to come to me out of fear of being called to a civil service grievance hearing? I feel I am being portrayed in a negative manner by the chief.

I also had a meeting with ff Haile about an incident. Apparently FF Haile had made statement to chief sicard about jim mcquilkin and Dan rost. Chief sicard then had meetings with dan and jim. I was never informed of this by chief lóber or chief sicard. I met with R. Haile on 10/11/15, after being told by jim mcquilkin that a grievance was being filed by R. halle to chief sicard. The outcome of this meeting was very positive. I also met with J. mcquilkin and D. Rost following the meeting with R. Haile on 10/11/15. The outcome of these meetings was very positive. I believe that if given the chance to apply my supervisory skills it would create a more efficient chain of command.

At the moment of this letter chief sicard called ff/op d. rodriguez over to get a red helmet.

“Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service.”

- Budget/High attorney fees
- Staffing shortage since 2014
- Firefighter retention/Turnover Rate



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

1

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard.

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

I, James Dumas am writing this letter to attest to events I personally witnessed involving Chief Sicard.

On May 5th of 2015 I received a phone call from Chief Sicard. During this conversation the Chief stated that "Danny and Eddie can go to Pepe's Mexican restaurant to celebrate their Mexican heritage." I took this to be offensive and discriminatory. I did not inform Danny or Eddie of this conversation. I was unaware that the Chief made this statement in front of probationary firefighter Rost. Dan Rost later asked if I was who Chief Sicard was talking to. I stated to firefighter Rost that I was going to ignore those comments. Danny and Eddie were also present. I explained to firefighter Danny Rodriguez and Eddie Rodriguez that these comments were uncalled for by the Chief. I also stated that I was offended and embarrassed to inform them of this event.

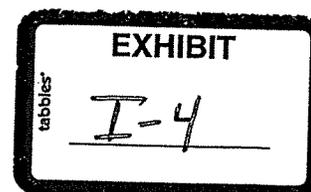
On October 8th 2014 I witnessed Chief Sicard state in a commissioner meeting that our newest hire was a "Dark skinned guy". This statement was made to our board of commissioners and the public audience. This statement was followed by asking the board of commissioners to confirm him. Board member MacGregor made the motion to confirm the Chief.

Chief Sicard had purchased an air mattress for station 31. This air mattress was placed in the "Day" room. Chief Sicard stated to me that, "The females, Jillian and Tiffany can sleep in the day room so no one they don't have to bunk in the bunk room". I immediately corrected Chief Sicard saying that you cannot tell a female employee she has to sleep on an air mattress. I stated that if an employee was uncomfortable sleeping in the bunk room that the air mattress is an option for them. I stated again that it would be discriminatory to force the female employees to sleep in the "Day" room. We have not had any female employee work any part time shifts in months.

During the Safety Officer training class in STFD#1, Chief Sicard made a statement at lunch to our employees and some from other departments. He stated that he would take an "IAFF" sticker and put in a hole on a beef roast and "fuck it". I heard this from a few seats away. Firefighter McQuilkin was so upset that he got up from the table and went to sit by himself. Jim refused to let Chief Sicard pay for his meal. When Chief Sicard asked Assistant Chief Lober what to do? Chief Lober stated you need to go talk to him.

When completing Pre-Plan inspections I noticed that there was a Pre-plan done on the Lacombe Art Center. The address of this business was in the 30000 block of highway 190. This pre-plan verification form was signed by Chief Sicard as being visited on 12/28/14. This building is not a commercial business. I was shown this building by Chief Flynn years ago. It has been private residence for years now. These pre-plans are submitted for the insurance rating to PIAL.

In March of 2016 we attended an EEOC training put on by PMI. Firefighters Rost and McQuilkin were present, Chief Sicard and myself were also present. Lorie Foster started the meeting by asking a question. "Who was responsible for 9/11?" Chief Sicard stated, "The Muslims!" I raised my hand and stated, "The people responsible for 9/11 were the people who committed the attack and help plan it. Not an entire religious group."



In February of 2016 I was called into a meeting with Chief Sicard. Chief Sicard stated that Firefighter Dawson had disobeyed a direct order from him. The incident had to do with Firefighter Dawson responding M33 to MOB II for a possible CPR in progress. I stated over the radio to Firefighter Dawson in the future not to respond in M33 without a partner. Firefighter McQuilkin stated to me that he had earlier in the month performed CPR on a patient across 434 at the Gators Gas station after responding by himself, but was not given a written consult. Probationary Captain Guillot stated to me that he had been told to respond in the ambulance to emergency calls by himself and was also not given a written consult. When I did give firefighter Dawson a written consult I cited the employee handbook for vehicle response. Although there is no SOP for an Ambulance response listed anywhere in the policy book. This leads to the perception of only enforcing the "rules" to certain employees. We do not have an AED on any other units other than the med unit's ALS EKG monitor. I also cannot get a straight answer on if a non-paramedic can even use the monitor to defibrillate a person in cardiac arrest.

I have stated on many occasions that we are grossly understaffed to Chief Sicard and Chief Lober. Even with two persons at each station. If a medical call pulls the two personnel away the other trucks are now unmanned. Item 16-281 for example. A structure fire call in Lacombe Harbor with a woman inside the house refusing to leave because of her cat still being inside, P/T 32 was unmanned because Eddie Rodriguez and myself were coming back from a medical transport. Besides the obvious danger of having unmanned trucks to the public, PIAL ratings also dictate a minimum response time for first due engines. According to the Firehouse report the first arriving unit had an 8:41s response time. The times and units do not reflect accurately the call. U31 was driven by 306 and is not listed. 350 drove P/T31 and he is not listed as even being on scene. The first unit on scene was U301. P/T 32 had to be picked up by Chief Sicard and brought to the call. It did not arrive at the same time as U301.

James B Dumas

A handwritten signature in black ink, appearing to read 'James B Dumas', with a stylized flourish at the end.

Civil Service Board
St. Tammany Parish Fire Protection District #3
PO Box 849
Lacombe, LA 70445

April 14, 2016

TO: Chief Pat Sicard
FROM: Eugenie Simpson
SUBJECT: Notice of Investigation

This is to notify you that we are initiating an investigation into an incident involving you in a matter which occurred on April 14, 2015. Specifically,

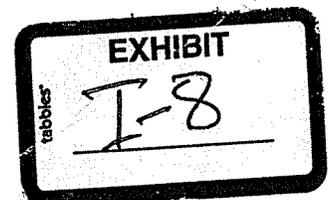
Allegations contained in the "Letter of No Confidence" received from Local 4950

This investigation is an opportunity to fully explore what happened, and to determine if any departmental policies were violated. It is also our intent to give everyone, including you, an opportunity to be heard. In many cases, employees are fully exonerated once we have all the facts, but state law requires us to provide you with this notice prior to discussing the situation with you if there is a possibility that disciplinary action could result.

The persons conducting this investigation will be The St. Tammany Fire District #3 Civil Service Board: Eugenie Simpson, Bud Lusch, Michael Geissler and counsel. I have enclosed a copy of the Fire Service Bill of Rights for your review. Our target is to complete this investigation no later than 60 days from today's date. If we feel necessary, we will ask the St. Tammany Fire District #3 Board of Commissioners to extend this time for an additional 60 days, or we may see if a voluntary agreement to extend the time is of benefit to both you and the department. You will be advised of our findings as soon as they become available. At any time we question you regarding this investigation, you may be represented by counsel or any other representative of your choice. During the time that you are securing representation, we may be talking to other individuals who may have information about this situation in a special Civil Service Meeting. If we have occasion to speak with you regarding this situation at any time during the course of the investigation, our conversations will be recorded. You have an opportunity to obtain a copy of these recordings simply by making a written request. Should we determine that disciplinary action may be warranted, you will be advised of a pre-disciplinary hearing prior to the expiration of the investigation period. It is our desire to protect your rights while we determine whether or not any inappropriate actions may have occurred that may compromise the integrity or impact the efficiency of the St. Tammany Fire District #3 Department.

Sincerely,

Eugenie Simpson
Civil Service Chairman
St. Tammany Parish Fire District #3



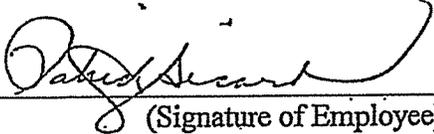
Civil Service Board
St. Tammany Parish Fire Protection District #3
PO Box 849
Lacombe, LA 70445

April 15, 2016

TO: Eugenie Simpson

FROM: Chief Pat Sicard

**Acknowledgment of Receipt of Notice of Investigation and Fire
Service Bill of Rights**

By:  Date: 4/15/16
(Signature of Employee)

Attorney General's Opinion Received Concerning Police Officer's Bill of Rights- May also apply to Firefighter's Bill of Rights.

LOUISIANA REVISED STATUTES

TITLE 33.

CHAPTER 4.

PART II.

SUBPART H.

Municipalities and Parishes
Fire and Police Departments
Fire Department
Fire Employees Rights

§ 2012. Fire Service Bill of Rights

- A. This Section may be referred to as the "Louisiana Fire Service Bill of Rights".
- B. There is hereby established a Fire Service Bill of Rights to promote the rights of members of the fire service in Louisiana and to insure that their rights are safeguarded and protected. This Fire Service Bill of Rights consists of a statement, in nontechnical terms, of the rights of members of the fire service and obligations to them. The rights afforded members of the fire service are available insofar as they are implemented in accordance with the Constitution of Louisiana and Louisiana Revised Statutes of 1950, the administrative rules of state and local governmental entities, and the budgetary consideration of state and local governmental entities. To this end, this Louisiana Fire Service Bill of Rights is enacted.
- C. The Louisiana Fire Service Bill of Rights promotes the following rights for the members of fire service in Louisiana:
- (1) Promotes each member of a fire services right to be recognized as first responder to all domestic emergencies.
 - (2) Promotes each member of a fire services right to be adequately protected from the dangers associated with emergency response.
 - (3) Promotes the preparation of first responder families so members of the fire service can focus on their mission of responding to domestic emergencies.
 - (4) Promotes each member of a fire services right to have their families provided for in the event of tragic death related to performance

on the job.

- (5) Promotes each member of a fire services right to be educated in the latest fire and life safety sciences.
 - (6) Promotes each member of a fire services right to be provided with state-of-the-art equipment and apparatus to better handle all emergency situations.
 - (7) Promotes each member of a fire services right to share innovative fire and life safety programs that have proven successful across the nation.
 - (8) Promotes each member of a fire services right to fully understand and be able to effectively respond to incidents involving the transportation, storage, and use of hazardous materials.
 - (9) Promotes each member of a fire services right to be fully informed of the threat of contracting infectious diseases during the course of life safety activities.
 - (10) Promotes each member of a fire services right to expect that the people of Louisiana will become full partners in the struggle to preserve life and property from the ravages of fire and other disasters.
 - (11) Promotes each member of a fire services right to celebrate the proud history of the American fire and emergency services personnel and the sacrifices they have made for communities across the nation.
- Acts 2003, No. 943, § 1.

§ 2181. Applicability, minimum standards during investigation; penalties for failure to comply

A. Unless context otherwise requires, the following terms when used in this Subpart shall be given the meanings assigned below:

- (1) "Fire employee" includes any person employed in the fire department of any municipality, parish, or fire protection district maintaining a full-time regularly paid fire department, regardless of the specific duties of such person within the fire department, and who is under investigation with a view to possible disciplinary action, demotion, or dismissal.
- (2) "Interrogation" includes but is not limited to any formal interview, inquiry, or questioning of any fire employee by the appointing authority or the appointing authority's designee regarding misconduct, allegations of misconduct, or policy violation. An initial inquiry conducted by the fire employee's immediate supervisors shall not be considered an interrogation.

B. Whenever a fire employee is under investigation, the following minimum standards shall apply:

- (1) Prior to commencing a formal investigation of a fire employee, the appointing authority shall notify the employee in writing of the nature of the investigation, of the identity and authority of the person conducting such investigation, and of the specific charges or violations being investigated.
 - (2) The fire employee being investigated shall be informed in writing at the commencement of any interrogation of the nature of the investigation, of the identity and authority of the person conducting such investigation, of the identity of all persons present during such interrogation, and of the specific charges or violations being investigated. The fire employee shall be allowed to make notes.
 - (3) Any interrogation of a fire employee in connection with an investigation shall be for a reasonable period of time and shall allow for reasonable periods for the rest and personal necessities of such fire employee.
 - (4) All interrogations of any fire employee in connection with the investigation shall be recorded in full. The fire employee shall not be prohibited from obtaining a copy of the recording or transcript of the recording of his statements, upon submitting a written request to the fire chief.
 - (5) The fire employee shall be entitled to the presence of his counsel or representative, or both, at any interrogation in connection with the investigation. The fire employee's representative or counsel shall be allowed to offer advice to the employee and to make statements on the record at any interrogation in the course of the investigation.
 - (6) The counsel or representative for the fire employee under investigation may call witnesses to testify on the employee's behalf.
 - (7) No statement made by a fire employee during the course of an administrative investigation shall be admissible in a criminal proceeding.
- C. No fire employee shall be disciplined, demoted, dismissed or be subject to any adverse action unless the investigation is conducted in accordance with this Subpart. Any discipline, demotion, dismissal or adverse action of any sort taken against a fire employee without complete compliance with the provisions of this Subpart is an absolute nullity.

Acts 1997, No. 1436, § 1. Amended by Acts 2007, No. 258, § 1; Acts 2009, No. 328 § 1.

§2182. Release of personal information

No person, agency, or department shall release to the news media, press, or other public information agency a fire employee's home address, photograph, or any information that may be deemed otherwise confidential, without the express written consent of the fire employee, with respect to an investigation of the fire employee.
Acts 1997, No. 1436, § 1.

§2183. Personnel files

A. No fire employee shall have any comment adverse to his or her interest entered in his or her personnel file or any other file used for any personnel purposes by his employer without the fire employee having first read and signed the instrument containing the adverse comment indicating that he or she is aware of such comment, except that such entry may be made if, after reading such instrument, the fire employee refuses to sign it. Should a fire employee refuse to sign, that fact shall be noted on the document and signed or initialed by such fire employee.

B. A fire employee shall have thirty days within which to file a written response to any adverse comment entered in his or her personnel file. Such written response shall be attached to and shall accompany the adverse comment.
Acts 1997, No. 1436, § 1.

§2184. Disclosure of finances

No fire employee shall be required to disclose for the purpose of promotion or assignment any item of his or her property, income, assets, debts, or expenditures or those of any member of such fire employee's household.
Acts 1997, No. 1436, § 1.

§2185. Retaliation for exercising rights

There shall be no penalty nor threat of any penalty for the exercise by a fire employee of his or her rights under this Subpart.
Acts 1997, No. 1436, § 1

§2186. Investigations

A. Any investigation of a fire employee which is conducted pursuant to this Subpart shall be completed within sixty days, including the conducting of any pre-disciplinary hearing or conference. However, in each political subdivision which is governed by R.S. 33:2471 et

seq., the Municipal Fire and Police Civil Service Law or R.S. 33:2531 et seq., the Fire and Police Civil Service Law for Small Municipalities and for Parishes and Fire Protection Districts, the fire department may petition the local governing authority for an extension of the time within which to complete the investigation.

B. The governing authority shall set the matter for hearing and shall provide notice of the hearing to the fire employee who is under investigation. The fire employee who is under investigation shall have the right to attend the hearing and to present evidence and arguments against the extension. If the governing authority finds that the fire department has shown good cause for the granting of an extension of time within which to complete the investigation, it shall grant an extension of up to sixty days.

C. Nothing contained in this Section shall be construed to prohibit the fire employee under investigation and the appointing authority from entering into a written agreement extending the investigation for up to an additional sixty days. Nothing in this Section shall limit any investigation of alleged criminal activity. Further, nothing herein shall affect any investigatory procedures collectively bargained in any jurisdiction.

Acts 2004, No. 262, §1.

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Date this page was last updated: Monday, September 27, 2004 01:51 PM

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

STATE OF LOUISIANA

IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION

NOTICE OF QUESTIONING AND
SUPPLEMENTAL NOTICE OF INVESTIGATION

TO: FIRE CHIEF PATRICK SICARD

PLEASE TAKE NOTICE that the St. Tammany Fire Protection District No. 3 Civil Service Board ("the Board") will question you at the continuance of its investigation hearing to be held at 5:00 p.m. on Thursday, June 2, 2016 at St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe, Louisiana.

PLEASE TAKE FURTHER NOTICE that the following exhibits are attached to this Notice of Questioning / Supplemental Notice of Investigation ("this Notice"):

No.	Exhibit Description
I-2	"No Confidence" unsigned "letter" submitted to the Board by "Local 4950." (2 Pages.)
I-3	Submissions to the Board in support of allegations contained in the "No Confidence letter." (Bates Nos. FFS 000001 through FFS 000032.
I-4	Written Statement from James Dumas to the Board. (2 pages)

These exhibits are made part of this Notice.



PLEASE TAKE FURTHER NOTICE that in accordance with the May 23, 2016 Order of the Twenty-Second Judicial District Court, the following are the charges specific as to the alleged violations of civil service law upon which you will be questioned:

- I. La. R.S. 33:2560(1): "Unwillingness or failure to perform the duties of his position in a satisfactory manner."
 - 1.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 1.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo(See, Ex. I-3 at FFS 000020.)
 - 1.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. I-4.)
 - 1.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)
 - 1.1.4 You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See, Ex. I-4.)
 - 1.1.5 You allegedly portrayed yourself as Adolph Hitler in a photograph and on fire district premises. (See e.g. Ex. I-3 at FFS 000020)
 - 1.2 On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin (Ex. I-3 at FFS 000018 – FFS 000019) and the written statement of Captain James Dumas (Ex. I-4).
 - 1.3 You allegedly used a departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional

requirements and hand-picked certain employees for advancement over other employees. (See e.g. I-3 at FFS 000012.)

- 1.4 You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 – FFS 000026; Ex. I-3 at FFS 000013 – FFS 000015.)
- 1.5 You allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator Civil Service Class Plan.
- 1.6 You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that “the seniority list does not mean anything” and that “certain people feel like once they become confirmed that they are untouchable and that is not the case.” (Ex. I-3 at FFS 000023; Ex. I-3 at FFS 000028.)
- 1.7 You allegedly counseled Captain James Dumas for not being a “team player” when he brought to your attention that parish and/or state law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. In connection with this reprimand you allegedly have not produced all of the subpoenaed paperwork.
- 1.8 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.
- 1.9 You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.
- 1.10 You have allegedly allowed a decline in the Fire District’s ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.
- 1.11 You have allegedly falsified a preplan of a business in the 3000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Ex. I-4.)
- 1.12 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin,

and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

II. La. R.S. 33:2560(2): “The deliberate omission of any act that it was his duty to perform.”

- 2.1 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.
- 2.2 You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.
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- 2.4 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

III. La. R.S. 33:2560(3): “The commission or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy.”

- 3.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 3.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe’s Mexican Restaurant to celebrate their heritage on Cinco de Mayo(See, Ex. I-3 at FFS 000020.)
 - 3.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District’s newest hire was “a dark skinned guy.” (See, Ex. I-4.)
 - 3.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not

reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)

- 3.1.4 You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See, Ex. I-4.)
- 3.1.5 You allegedly portrayed yourself as Adolph Hitler in a photograph and on fire district premises. (See e.g. Ex. I-3 at FFS 000020)
- 3.2 On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin (Ex. I-3 at FFS 000018 – FFS 000019) and the written statement of Captain James Dumas (Ex. I-4).
- 3.3 You allegedly used a departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional requirements and hand-picked certain employees for advancement over other employees. (See e.g. I-3 at FFS 000012.)
- 3.4 You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 – FFS 000026; Ex. I-3 at FFS 000013 – FFS 000015.)
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- 3.12 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

IV. La. R.S. 33:2560(5): "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful or immoral conduct."

- 4.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 4.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo(See, Ex. I-3 at FFS 000020.)
 - 4.1.2 On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. I-4.)
 - 4.1.3 You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See, Ex. I-3 at FFS 000009; Ex. I-4.)

- 4.1.4 You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See, Ex. I-4.)
- 4.1.5 You allegedly portrayed yourself as Adolph Hitler in a photograph and on fire district premises. (See e.g. Ex. I-3 at FFS 000020)
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- 4.3 You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that "the seniority list does not mean anything" and that "certain people feel like once they become confirmed that they are untouchable and that is not the case." (Ex. I-3 at FFS 000023; Ex. I-3 at FFS 000028.)

V. La. R.S. 33:2560(15): "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service."

- 5.1 Allegedly engaging in racial discrimination and making improper racial remarks including, but not limited to:
 - 5.1.1 On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo (See, Ex. I-3 at FFS 000020.)
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- 5.4 You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 – FFS 000026; Ex. I-3 at FFS 000013 – FFS 000015.)
- 5.5 You allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator Civil Service Class Plan.
- 5.6 You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that “the seniority list does not mean anything” and that “certain people feel like once they become confirmed that they are untouchable and that is not the case.” (Ex. I-3 at FFS 000023; Ex. I-3 at FFS 000028.)
- 5.7 You allegedly counseled Captain James Dumas for not being a “team player” when he brought to your attention that parish and/or state law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. In connection with this reprimand you allegedly have not produced all of the subpoenaed paperwork.
- 5.8 You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.
- 5.9 You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.

- 5.10 You have allegedly allowed a decline in the Fire District's ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.
- 5.11 You have allegedly falsified a preplan of a business in the 3000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Ex. I-4.)
- 5.12 You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

(Date)

Member, Municipal Fire and Police Civil Service Board



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

1.

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook – Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

People needing to be subpoena

Daniel Rodriguez

James Dumas

Dan Rost

Abe Dawson

Brent Pearson

Eddie Rodriguez

Jim McQuilkin

Keith Kern



“Unwilling or failure to perform the duties of his position in a satisfactory matter.”

- Lack of Promotional List
- Captain of Force
- Captains Requirement
- Failure to comply with OSE
- Failure to provide public documents
- Unwillingness to discipline fairly
- Disregarding CSB hiring requirements

A FDID 52010 State LA Incident Date 01/07/2016 Station 330 Incident Number 16-0000016 Exposure 000 NFIRS -1 Basic

B Location* Check this box to indicate that the address for this incident is provided on the Wildland Fire Census Tract Module in Section B "Alternative Location Specification". Use only for Wildland fires.
 Street address 64041 HWY 434 Street Type LA Suffix 70445
 Intersection LACOMBE City State Zip Code
 In front of
 Rear of
 Adjacent to
 Directions
 Cross street or directions, as applicable

C Incident Type* 320 Emergency medical service, Incident Type

D Aid Given or Received*
 1 Mutual aid received
 2 Automatic aid recvd.
 3 Mutual aid given
 4 Automatic aid given
 5 Other aid given
 N None

E1 Date & Times Midnight is 0000
 Check boxes if dates are the same as Alarm Date.
 Alarm always required
 Alarm * 01/07/2016 16:59:43
 ARRIVAL required, unless canceled or did not arrive
 Arrival * 01/07/2016 17:02:42
 CONTROLLED Optional, except for wildland fires
 Controlled
 LAST UNIT CLEARED, required except for Wildland fires
 Last Unit Cleared 01/07/2016 18:19:42

E2 Shift & Alarms Local Option
 B 01 FD3
 Shift of Alarms District Platoon

E3 Special Studies Local Option
 Special Study ID# Special Study Value

F Actions Taken*
30 Emergency medical
 Primary Action Taken (1)
 Additional Action Taken (2)
 Additional Action Taken (3)

G1 Resources*
 Check this box and skip this section if an Apparatus or Personnel form is used.
 Apparatus Personnel
 Suppression
 EMS 0002 0003
 Other
 Check box if resource counts include aid received resources.

G2 Estimated Dollar Losses & Values
 LOSSES: Required for all fires if known. Optional for non fires. None
 Property \$ 000 / 000 / 000
 Contents \$ 000 / 000 / 000
 PRE-INCIDENT VALUE: optional
 Property \$ 000 / 000 / 000
 Contents \$ 000 / 000 / 000

Completed Modules
 Fire-2
 Structure-3
 Civil Fire Cas.-4
 Fire Serv. Cas.-5
 EMS-6
 HazMat-7
 Wildland Fire-8
 Apparatus-9
 Personnel-10
 Arson-11

H1 Casualties None
 Deaths Injuries
 Fire Services
 Civilian
 H2 Detector
 Required for Confined Fires.
 Detector alerted occupants
 Detector did not alert them
 Unknown

H3 Hazardous Materials Release
 None
 1 Natural Gas: slow leak, no evacuation or hazmat actions
 2 Propane gas: <1 lb. tank (as in-powr eq grill)
 3 Gasoline: vehicle fuel tank or portable containers
 4 Kerosene: fuel burning equipment or portable storage
 5 Diesel fuel/fuel oil: vehicle fuel tank or portable
 6 Household solvents: pool/office spill, cleanup only
 7 Motor oil: from engine or portable container
 8 Paint: from paint cans totaling <55 gallons
 0 Other: Special hazard actions required or spill > 55gal. Please complete the hazard form

I Mixed Use Property
 Not Mixed
 10 Assembly use
 20 Education use
 33 Medical use
 40 Residential use
 51 Row of stores
 53 Enclosed mall
 58 Bus. & Residential
 59 Office use
 60 Industrial use
 63 Military use
 65 Farm use
 00 Other mixed use

J Property Use* Structures
 131 Church, place of worship
 161 Restaurant or cafeteria
 162 Bar/Tavern or nightclub
 213 Elementary school or kindergarten
 215 High school or junior high
 241 College, adult education
 311 Care facility for the aged
 331 Hospital
 Outside
 124 Playground or park
 655 Crops or orchard
 669 Forest (timberland)
 807 Outdoor storage area
 919 Dump or sanitary landfill
 931 Open land or field

341 Clinic, clinic type infirmary
 342 Doctor/dentist office
 361 Prison or jail, not juvenile
 419 1-or 2-family dwelling
 429 Multi-family dwelling
 439 Rooming/boarded house
 449 Commercial hotel or motel
 459 Residential, board and care
 464 Dormitory/barracks
 519 Food and beverage sales
 936 Vacant lot
 938 Graded/care for plot of land
 946 Lake, river, stream
 951 Railroad right of way
 960 Other street
 961 Highway/divided highway
 962 Residential street/driveway

539 Household goods, sales, repairs
 579 Motor vehicle/boat sales/repair
 571 Gas or service station
 599 Business office
 615 Electric generating plant
 629 Laboratory/science lab
 700 Manufacturing plant
 819 Livestock/poultry storage (barn)
 882 Non-residential parking garage
 891 Warehouse
 981 Construction site
 984 Industrial plant yard
 Lookup and enter a Property Use code only if you have NOT checked a Property Use box:
 Property Use 571
 Service station, gas station
 NFIRS-1 Revision 03/11/99

1 Person/Entity Involved

Local Option: _____ Business name (if applicable): _____ Area Code: 985 Phone Number: 000-0000

Check this box if same address as incident location. Then skip the three duplicate address lines.

Mr., Ms., Mrs. First Name: _____ MI: _____ Last Name: _____ Suffix: _____

Number: _____ Prefix: _____ Street or Highway: _____ Street Type: _____ Suffix: _____

Post Office Box: _____ Apt./Suite/Room: _____ City: _____

State: _____ Zip Code: _____

More people involved? Check this box and attach Supplemental Forms (NFIRS-1S) as necessary

2 Owner

Local Option: _____ Same as person involved? Then check this box and skip the rest of this section.

Business name (if applicable): _____ Area Code: _____ Phone Number: _____

Mr., Ms., Mrs. First Name: _____ MI: _____ Last Name: _____ Suffix: _____

Number: _____ Prefix: _____ Street or Highway: _____ Street Type: _____ Suffix: _____

Post Office Box: _____ Apt./Suite/Room: _____ City: _____

State: _____ Zip Code: _____

Remarks

Local Option: _____

16:59:09 Dispatched Recd Call 01/07/2016
 01/07/2016 16:59:30 7542 POSITION-4
 POSS SEIZURE

M32 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Authorization

GEIS02 Officer in charge ID	Geissler, Michael signature	CAPT Position or rank	Assignment	01 Month	07 Day	2016 Year
SEH01 Officer Number making report ID in Charge	Sehlinger, Paul Simon signature	FR Position or rank	Assignment	01 Month	07 Day	2016 Year

FDID * 52010 State * LA Incident Date * MM DD YYYY 1 7 2016 Station 330 Incident Number * 16-0000016 Exposure * 000

Complete Narrative

Narrative:

16:59:09 Dispatched Recd Call 01/07/2016

01/07/2016 16:59:30 7542 POSITION-4

POSS SIEZURE

M32 M33 responded to 64041 Highway 434 for medical. M32 transported 1 pt ALS to Louisiana Medical Center and Heart Hospital with assist. from M33

Apparatus or * Resource	Date and Times					Sent <input checked="" type="checkbox"/>	Number of * People	Use <small>Check ONE box for each apparatus to indicate its main use at the incident.</small>	Actions Taken	
	Dispatch	Arrival	Clear	Month	Day				Year	Hour
1 ID MED32 Type 76	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	7	2016	17:01	<input type="checkbox"/> Suppression	00	
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1	7	2016	17:07	<input checked="" type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	7	2016	17:38	<input checked="" type="checkbox"/> Other		
2 ID MED33 Type 00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	7	2016	17:01	<input type="checkbox"/> Suppression	00	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	7	2016	17:02	<input checked="" type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	7	2016	18:19	<input checked="" type="checkbox"/> Other		
3 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
4 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
5 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
6 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
7 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
8 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		
9 ID Type	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Suppression		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> EMS		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/> Other		

- Type of Apparatus or Resources**
- | | | | |
|---|---|---|---|
| Ground Fire Suppression
11 Engine
12 Truck or aerial
13 Quint
14 Tanker & pumper combination
16 Brush truck
17 AFE (Aircraft Rescue and Firefighting)
10 Ground fire suppression, other
Heavy Ground Equipment
21 Dozer or plow
22 Tractor
24 Tanker or tender
20 Heavy equipment, other
Aircraft
41 Aircraft: fixed wing tanker
42 Helitanker
43 Helicopter
40 Aircraft, other | Marine Equipment
51 Fire boat with pump
52 Boat, no pump
50 Marine apparatus, other
Support Equipment
61 Breathing apparatus support
62 Light and air unit
60 Support apparatus, other
Medical & Rescue
71 Rescue unit
72 Urban Search & rescue unit
73 High angle rescue unit
75 BLS unit
76 ALS unit
70 Medical and rescue unit, other | More Apparatus?
Use Additional Sheets | Other
91 Mobile command post
92 Chief officer car
93 HazMat unit
94 Type 1 hand crew
95 Type 2 hand crew
99 Privately owned vehicle
00 Other apparatus/resource
NN None
UU Undetermined |
|---|---|---|---|

FDID * **52010** State * **LA** Incident Date * **1 7 2016** Station **330** Incident Number * **16-0000016** Exposure * **000** Delete Change **NFIRS - 10 Personnel**

Apparatus or Resource <small>Use codes listed below</small>	Date and Times <small>Check if same as alarm date</small>				Sent <input checked="" type="checkbox"/>	Number of People 2	Use <small>Check ONE box for each apparatus to indicate its main use at the incident.</small>	Actions Taken <small>List up to 3 actions for each apparatus and each personnel.</small>	
	Month	Day	Year	Hours/mins				<input type="checkbox"/> Suppression	<input checked="" type="checkbox"/> EMS
1 ID MED32 Type 76	Dispatch	<input type="checkbox"/>	1	7	2016	17:01			
	Arrival	<input checked="" type="checkbox"/>	1	7	2016	17:07			
	Clear	<input type="checkbox"/>	1	7	2016	17:38			

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
HEIS02	Geissler, Michael	CAPT	X				
SEH01	Sehlinger, Paul	REC	X				

2 ID MED33 Type 00	Dispatch	<input type="checkbox"/>	1	7	2016	17:01		
	Arrival	<input type="checkbox"/>	1	7	2016	17:02		
	Clear	<input type="checkbox"/>	1	7	2016	18:19		

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
MCQU01	McQuilkin, Jim	FF/OP-EM TB	X				

3 ID Type 	Dispatch	<input type="checkbox"/>	 	 	 	 		
	Arrival	<input type="checkbox"/>	 	 	 	 		
	Clear	<input type="checkbox"/>	 	 	 	 		

Personnel ID	Name	Rank or Grade	Attend <input checked="" type="checkbox"/>	Action Taken	Action Taken	Action Taken	Action Taken
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				
			<input type="checkbox"/>				

52010 LA 1 7 2016 330 16-000016 000
FDID State Incident Date Station Incident Number Exposure

Responding
 Units/Personnel

Unit	Notify Time	Enroute Time	Arrival Time	Cleared Time
ED32 Unit MED32	17:01:46	17:01:46	17:07:22	17:38:20

Staff ID\Staff Name	Activity	Rank	Position	Role
GEIS02 Geissler, Michael	medical emergenc	Captain		EMT-P
SEH01 Sehlinger, Paul Simon	medical emergenc	RECRUIT	Emergency Me	Driver

ED33 Unit MED33	17:01:46	17:01:46	17:02:42	18:19:42
-----------------	----------	----------	----------	----------

Staff ID\Staff Name	Activity	Rank	Position	Role
MCQU01 McQuilkin, Jim	medical emergenc	Firefighter	Firefighter	EMT-B

To whom it may concern

I Abraham J. Dawson an employee at STFPD#3 was informed by Captain Dumas that I was to receive a verbal/written consultation regarding an incident that occurred on 02/12/2016.

This incident involved my response to a call that happen while I was on shift at station 33. The call involved a unresponsive patient at Beacon Behavioral. Which I responded to the call by myself in Medic 33. Prior to the call Chief Sicard was at station 33 swapping out the monitors on the Ambulances to be checked for maintenance. We started talking about the ambulances and the response changes that the department was trying to figure out as far as responding to a medical with one ems provider in the ambulance. Chief Sicard stated that he was still trying to see if the department fell under a possible exemption or something because of the situation with man power and other things that he didn't elaborate on. While still standing talking to Chief Sicard he informed me that he would be leaving his spare monitor from his truck with me on Medic 33 just in case we had another call like firefighter Mcquilken had where he had an unresponsive patient at Gators Quick Stop several shifts before. Where i would respond to a call like that without a monitor. Once Chief Sicard left that station maybe one to two hours after we had an unresponsive call and Beacon Behavioral as i mentioned earlier in the letter where i responded by myself in the med unit. I don't feel like i disobeyed any orders or mandates that was set down by Chief Sicard that was deserve a verbal/written consolation. Also since this event happened other people have had to respond to calls by themselves and no other order was given by Chief Sicard. I was the only person to be written of from this type of event.

Abraham Dawson

Budget Request2.docx

Open with



July 7, 2014

Administration
St. Tammany Fire District 3
27690 Main Street
Lacombe, LA 70445

Dear Chief Pat Sicard:

This is a request under the Louisiana Public Records Law, RS-44:1. I am making this request on behalf of my association, St. Tammany Fire District 3 Association Local 4950. In this capacity, I wish to inspect all records in your custody and control pertaining to the following:

1. Detailed STFD3 Annual Budget for the current fiscal year
2. Detailed STFD3 Annual Budget for the 2013 (or previous fiscal year)
3. Salaries and deposits for all current employees
4. EMS revenue

If all or any part of this request is denied, I request that I be provided with a written statement of the grounds for the denial. If you determine that some portions of the requested records are exempt from disclosure, please provide me with the portions that can be disclosed. My previous request for detailed budgets were not met as I was provided with a generic outline of expenditures and revenue. My previous request for salaries and deposits for all current employees was also not met to any degree.

Please advise me as to the cost, if any, for inspecting the records described above. I anticipate that I will want copies of some or all of the records sought. If you have adopted a fee schedule for obtaining copies of records and other rules or regulations implementing the Act, please send me a copy. Additionally, I am requesting a fee waiver or reduction under Louisiana Public Records Law RS-44:1 because this information is in the public interest. This is relevant to the public due to understaffing of the department which in turn affects quality of service and insurance rating.

I look forward to receiving disclosable records promptly and, in any event, to a decision about all of the requested records within 3 business days, or by July 10, 2014. A failure to respond to the request within the statutorily required 3 days will be considered a denial by the applicant and appropriate judicial relief will be sought. Thank you for your cooperation. If you have any questions regarding this request, please telephone me at (504) 638-0331 or email me at firefightr366@gmail.com.

Sincerely,
Daniel Rodriguez
President, Local 4950



D Rod. <firefightr366@gmail.com>

budget request

Patrick Sicard <parapat3@gmail.com>
To: Danny Rodríguez <firefightr366@gmail.com>

Mon, Jul 7, 2014 at 3:58 PM

Danny,
Please see Mary when you return to work. You need to sit down with her and explain exactly what you're looking for so she can print the paperwork that you are still seeking.

As far as individual salaries, Mary can print you out salaries of employee positions here but she has been instructed to not attach names to each salary for security reasons (identity theft) for each employee. If you are requesting names with each salary paid at STFD#3, let me know. If this is the case, I will bring this request to the D.A.'s office before that information is released. The Parish D.A.'s office has instructed me to not submit names of employees with salaries and to advise them if this information is requested.

300

[Quoted text hidden]

May 20th 2015

"...It is a departmental concern after we approve and allow people to take the test for promotional exam whether they're going to put that person in the position based on departmental requirements am I correct in saying that?" So if I were to say no that you don't have to have paramedic, you don't have to have A, B, and C, Chief Sicard can come in and say yah, I want him to be paramedic and I'm not going to promote this person, is that correct?

Chief Sicard "That is correct"

*Policy Book
Needed!*

FIRE CAPTAIN

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions, the primary duties of which involve the supervision of the operations of a fire station, including the supervision of firefighting personnel, apparatus and equipment on an assigned shift. Employees of this class respond to emergency calls, assume command at the scene of an emergency in the absence of a superior officer, and assist in the training of subordinate employees. Fire Captains have the authority to work independently in most areas, performing special tasks with only general instructions. Employees of this class report to and have work reviewed by the Assistant Fire Chief. Fire Captains rank directly below the class of Assistant Fire Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Responds to all fire and emergency medical calls, supervises driving of fire apparatus, and directs the positioning of the fire apparatus at the fire or emergency scene. Directs the operation of a fire company by gathering and assessing pertinent data provided by dispatcher, performing size-up of an emergency scene, and observing and responding to changes in fireground conditions. Sets up the fireground perimeter for crowd and traffic control. Performs firefighting operations and supervises subordinate employees in search and rescue, forcible entry, self-contained breathing apparatus, ladder operations, ventilation, nozzle and hose handling, protection of exposures, fire extinguishment, pump operations, sprinkler and standpipe systems, water supplies, and salvage and overhaul. Supervises and performs emergency medical services such as basic first aid, CPR, and first responder services. Supervises the handling of hazardous materials. Serves as fire safety officer. Maintains communications between the fire scene and other authorized personnel, calling for assistance when needed.

Manages and supervises the operation of a group of fire suppression personnel for one shift by performing such duties as issuing orders and assigning work or duty areas, inspecting appearances of personnel and equipment, reviewing written reports, and delegating authority as allowed. Provides assistance to subordinates in technical areas of work. Oversees the work performance by subordinates, conducts employee performance evaluations, and discusses work performance with subordinates. Counsels employees

who are experiencing work problems and resolves employee complaints and grievances. Assists in maintaining discipline among subordinates by recommending disciplinary action to the appointing authority. Briefs incoming Fire Captain on all pertinent activities that occurred or those that will occur on the upcoming shift.

Personally trains personnel by conducting training in the classroom and providing informal or on-the-job training for new employees. Conducts drills and evolutions.

Performs pre-fire planning inspections by visiting businesses, schools, and places of public assembly, inspecting for fire protection purposes, including conducting fire drills. Assists arson investigation personnel by securing the fire scene to prevent removal or damage of evidence. Searches for, protects, preserves, reports, and maintains the chain of custody of any evidence of suspected arson. Testifies in court when required.

Recommends management policies, goals, and objectives for the department. Participates in the research and planning for programs and activities of the department. Recommends changes in department operations that will help the city improve ISO ratings. Evaluates the efficiency of response units following emergency incidents.

Conducts tests or directs the testing of fire department apparatus and equipment. Inspects fire apparatus, station, buildings, and facilities to ensure compliance with departmental standards. Reports and receives reports about any problems with fire department property and equipment for the purposes of repair and maintenance. Maintains inventory of supplies and equipment, and orders and distributes supplies and equipment to personnel as required.

Provides for the maintenance of department records, such as records of activity, inventory records, or any others which may be required. Personally completes any forms, records, or reports as required. Compiles data and writes reports.

Participates in special community projects designed to improve public relations. Makes presentations and demonstrations related to fire prevention and fire safety. Conducts tours of department facilities for school or civic groups.

Performs related duties as assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid Louisiana driver's license.

Must be a regular and permanent employee in the class of Firefighter/Operator by the closing date for application to the board.

Must possess certification as Firefighter I, Firefighter II, Driver/Operator, Fire Service Instructor I, Fire Investigator I, Hazardous Materials I, Hazardous Materials II, Fire Officer I, immediately preceding closing date for application to the board.

The above certifications must be from the Louisiana Firefighter Certification Program or another agency accredited by the National Board on Fire Service Professional Qualifications (NBFSPO) or the International Fire Service Accreditation Congress (IFSAC).

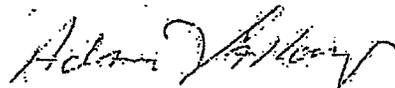
Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

“Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct.”

- Sworn statement by Adam Galloway
- Sworn statement by Jim McQuilkin
- Sworn statement by Eddie/Danny Rodríguez
- Sworn statement by Brent Pearson
- Abe’s appeal hearing request

To whom it may Concern:

In the fall of 2012 I received a phone call from Sandy Prather the EMS Training Supervisor of Nunez Community College stating that Ass Chief Sicard was just at the facility and was tell her that I stole the CPR mannequins from the department. At the time we were borrowing ems equipment from Nunez for ems training. Approx. 2-3 weeks earlier I returned the CPR mannequins back to Nunez and told Chief Flynn that I did. Ass chief Sicard told many individuals that I was a thief and many of these individuals was my peers. In addition to Ass Chief Sicard calling me a thief, he had a problem with what employees were doing on their days off duty. I was working PT at another fire department as were other individuals. Ass chief Sicard said that was a conflict of interest for STFD#3. I requested a meeting with Chief Flynn talk with him about the Slander and deformation about me and the issue with Ass Chief Sicard telling me I could not work for another department on my days off duty from STFD#3. I told chief Flynn what was being said about me and what I did on my days off from the departments is none of the departments business. Chief Flynn agreed and also told me that he did receive a call from Nunez stating that Ass Chief Sicard was indeed spreading rumors and gossip about me. Which is in direct violation of STFD#3 policy. Sometime in the weeks to follow, STFD#3 had a department meeting. In the Department meetings you are allowed to bring up departmental issues as a group. Chief Flynn asked if I had any issues that needed to be brought up and I stood and asked Ass chief Sicard why he was calling me a Thief and why it any concern of the Departments what I did on my days off? Ass Chief proceeded to say he did not say anything about me being a thief or what or where I worked on my days off which was a lie. Many of the employees in the meeting stood and also said he said the same about them work at other Departments and also Chief Flynn stated that he did receive a call from Ms Prather about Ass Chief Sicard Calling me a Thief. Ass Chief Sicard still denied he Called me a Thief and said that all of this was taken out of context.



ON JULY 31 2015 I WAS
ATTENDING A SAFETY OFFICER COURSE
ALONG WITH MY CHIEF & ASST CHIEF
AND SOME OTHER MEMBERS OF FD 347 DI
AROUND NOON CLASS WAS DISMISSED FOR
LUNCH. SO A GROUP OF US WENT TO
OCEAS FOR LUNCH APPROX 6 OF THAT
I INCLUDED THE FIRE CHIEF'S ASST CHIEF
WE ALL TOOK OUR SEATS & SAT NEXT TO
CHIEF'S CARD, WE WERE ALL ENGAGED IN DIFFERENT
CONVERSATIONS. THE THE CHIEF JUST
TALKING ABOUT THE UNION ABOUT POSTING
STICKERS ON DIFFERENT THINGS. MAKING THE UNION
CHIEF WAS JUST TRYING TO BE FRIENDLY
& LISTENED NOT BEING TO SETHER UP ABOUT

WHAT HE WAS SAYING UNTIL

THE CHIEF SAID YOU NOW WHAT YOU
SHOULD DO IS TAKE A PIECE A MEAT
CARVE A WHOLE IN IT STICK A WIRE
STICKER IN IT THE STICK YOU DICK
IN AND FURRY. YOU CAN FEEL THE UNION
AT THAT TIME I BECAME VERY UPSET
AND ANSWER ~~I~~ STOP UP STICK MY
STICK AND SIT AT ANOTHER TABLE
BY MYSELF. THEN CAPT GEISTER CAME
OVER TO SEE WHAT THE PROBLEM WAS I TOLD
HIM THE SITUATION, I SAID CANT SIT
OVER THERE WITH HIM BECAUSE I MIGHT SOB
OR DO SOMETHING I MIGHT REGRET

Eddie Rodriguez

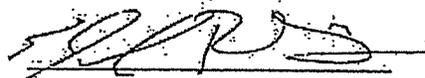
Firefighter/Paramedic

05/10/2016

EXAMPLES OF CHIEF SICARD'S RACIAL BEHAVIOR

During my probational period of 2013 I witnessed Chief Sicard doing a Hitler signal with his hand while coming in to the office at station 31. Chief Sicard had just stepped in to the Chief position after the previous Chief resigned. Because this was my probation period, I did not make any comment about this gesture I just witnessed. I was in a vulnerable position, having just moved from Georgia and relocating my family, so I did not want to put my job in jeopardy by "making waves." Prior to this incident I had already noticed a picture in the office of station 31, which depicts Chief Sicard with a Hitler style mustache. I had heard of Chief Sicard's fascination with Adolf Hitler, but to me, this seemed more than just a fascination. When the letter from Capt. Geissler came to light, this behavior of Chief Sicard changed from just a fascination to more of an admiration of this horrible tyrant.

On May 5th, 2015 Chief Sicard called Capt. Dumas on the captain phone. I was with Capt. Dumas at station 31 when he relayed the information from the phone call. Chief Sicard called to inform Capt. Dumas that he was giving myself and my brother, Daniel Rodriguez an hour lunch so that we could go to Pepe's Mexican restaurant to celebrate "Cinco de Mayo". I asked Capt. Dumas if this was just a joke or was Chief Sicard serious? After witnessing in prior years, as mentioned above, Chief Sicard's admiration for Adolf Hitler I was not sure how to take this comment.



Signature

“Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose.”

- Sworn statement by Dan Rost
- Questioning in interview process about Unions
- James being forced to attend paramedic school or receive discipline

To whom it may concern,

During the process of interviewing with St. Tammany Fire Protection District #3 I was asked what my opinion was on Unions and how I felt about them. I informed the administration that I was unaware that firefighters even had Unions and proceeded with my interview.

Dan Rost

To whom it may concern;

I Dan Rost am writing this letter after I had a conversation with Chief Sicard making references to promotions. I was in the Chief's office having a conversation pertaining to a complaint that was brought to the Chief's attention involving myself, Jim McQuilkin, and Reggie Haile. During our conversation Chief Sicard was trying to get the facts about a misunderstanding about Reggie Haile and us two. During the conversation Chief Sicard made the reference to the complaint and how I don't want to build a "negative reputation" and don't want to go down that path. We continued to talk about the conversation and my future as an employee and that I am now confirmed and on the seniority list. After explaining my side of the misunderstanding, the Chief made some comments that caught me by surprise. The Chief made some statements that included seniority and who are up for promotion. He decided to use Reggie as an example and the certifications that he holds. He said to me that "the seniority list in his office doesn't mean anything. Not to put Reggie's business out there but Reggie knows the EMS laws and if I want to promote him before someone else, I can do that". My response was ok and I finished my explanation of why I felt Reggie shouldn't have taken my talk with him as offensive.

Dan Rost



Patrick F. Sicard
Fire Chief

St. Tammany Parish Fire Protection District #3

P.O. Box 849

Lacombe, Louisiana 70445-0849

Office: 985-882-5977 Cell: 985-677-4060

Fax: 985-882-6664

parapat3@gmail.com

OFFICIAL ORDER FOR PARTICIPATION IN PARAMEDIC SCHOOL 2015-2016

May 29, 2015

James Dumas, Captain
St. Tammany Fire Protection District No. 3
27690 Main Street
Lacombe, Louisiana 70445

Re: Paramedic School

Dear Captain Dumas:

As a courtesy, and in accordance with the STFD#3 (the District) policy, effective May 29, 2015 regarding the requirements for Fire Captain, I am hereby notifying you of the following mandates:

You are hereby ordered and required to enroll or enter into the January 2016 Paramedic course at the National EMS Academy (NEMSA) in Covington, LA. This requirement is mandated by the departmental policy. A copy of the policy is attached for your review.

It has come to our attention that you may not be in compliance with this policy.

Accordingly, you now have approximately eighteen (18) months to complete this program and secure all necessary credentials. If you feel that this time frame is inadequate to complete the Order herein, please notify me by the close of business at 4:00 p.m. on May 29, 2015. If I do not hear from you in writing, that this time frame creates a valid hardship, exclusively determined by the Fire Chief, or otherwise cannot be timely met, then it will be understood that you will comply with the mandates within the time mentioned. Only for good cause shown shall the deadline of March 31, 2017 be extended. Examples of extensions which may be granted beyond the March 31, 2017 deadline are: 1. closures of the school or course interruptions by the NEMSA faculty, which extend the completion of the course by more than thirty (30) days; 2. a work-related injury which results in the employee's inability to attend class beyond the attendance mandates of the school resulting in an involuntary dismissal from the school; and 3. a decision to extend the deadline of March 31, 2017 shall be at the sole discretion of the Fire Chief.

Failure to achieve timely credentials and licensure may result in disciplinary action.

According to the District's policy, to be eligible for a promotion to the rank of Fire Captain and/or to retain the rank of Fire Captain, all employees are required to obtain and maintain

certification/licensing, i.e. Compass Test, Anatomy & Physiology (A&P) semester course prerequisite, National Registry of EMT-Paramedic certification, LA State Paramedic license, A.C.L.S. card, C.P.R. card and P.A.L.S. card.

It is strongly suggested that you enroll and attend the course that commences September 09, 2015 at the NEMSA location in Covington, LA. All information pertaining to the A&P course and the subsequent paramedic course may be obtained at the seminars being held at the National EMS Academy in Covington. For your information, the dates of the seminars are June 09th or 11th and July 06th or 09th. Each seminar begins at 1:00 p.m. and terminates around 3:00 p.m. It is required that you attend one of the four seminar dates as indicated. You are solely responsible for enrolling and attending all courses required by NEMSA.

Additionally, if you do not have a Compass test score or an AET score that is less than 5 years old, you will be required to take one of these tests offered at Southeastern LA University or North Shore Technical College in Hammond, LA as a prerequisite to entering the A&P and paramedic courses. This is a NEMSA requirement for enrollment. Please visit the college/university websites and/or phone the college/university for further information.

In December 2016, the paramedic course will end. Beginning on the first day after your classes end, you will have ninety (90) calendar days to successfully pass both the NREMT written and practical testing. When the 90-day time period has terminated, or earlier if applicable, you are required to immediately submit all of the necessary cards, licenses, certifications, etc. described above to the STFD#3 Administrative Manager. If you acquire all of the necessary cards, licenses, certifications, etc. prior to the ninety-day deadline, you will be required to submit all of the required cards, licenses, certifications, etc. prior to the deadline in order to start practicing as a Fire Captain/Paramedic as soon as possible following your eligibility.

STFD#3 will pay all tuition, book fees, school uniform fees, testing, and other associated school fees pertaining to the paramedic course and any prerequisites as part of the department required training loan program. The payment of school costs in the program does not include personal items such as licensing fees, stethoscopes, blood pressure cuffs, sheers, pouches, pen lights, shoes/boots, belts, hats, etc. You will be required to sign the department's student tuition loan contract prior to the start of the paramedic curriculum and abide by the conditions of the contract. If you choose not to participate in the loan program, you may elect to pay for the training yourself.

You will be paid appropriately, in accordance with the law, for all hours that you spend in class and in the lab (to include your internship in the hospital and on the ambulance) as part of the paramedic curriculum, subject to the departmental guidelines for training. It will be your responsibility to complete the department's "unscheduled/overtime" payroll form to be submitted to the Assistant Chief along with a signature from your instructor verifying that your school hours are true and honest. If the class has a student sign-in/sign-out roster, you will also be obligated to turn in a copy of the student roster along with the department's "unscheduled/O.T." payroll form to the Asst. Chief. This includes any scheduling forms for "hospital time" and "ambulance ride time." Any school hours not turned into the Asst. Chief by the morning of payroll day (every other Monday), may result in delayed payments for these hours until your next payroll check. It is not the responsibility of the Asst. Chief to obtain a student's school attendance records and staffing records for the purposes of completing payroll. It is the responsibility of the student to make sure that his/her student attendance records and "unscheduled/O.T." payroll forms are turned in to the Asst. Chief's office in a timely manner in order for the student to be paid.

James, you are hereby ordered to successfully acquire your paramedic certification and all associated certifications, cards, licenses, etc. in order to retain your rank as Fire Captain with STFD#3

If you fail to timely obtain these requirements by the deadline, March 31, 2017, you will be placed under investigation by the Fire Chief, as per law, to address your non-compliance with the departmental policy regarding becoming a paramedic as part of the Fire Captain requirements

Please contact me if you have any questions concerning this directive. If you have questions regarding the training specifically, or the seminars or prerequisites, you may contact the school at 985-892-5395

Professionally yours,


Patrick Sicard, Fire Chief

5/29/15
Date

James Dumas, Captain

Date


Scott Lober, Asst. Chief
Witness

5/29/15
Date

"Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board."

- Sworn statement by Dan Rost

To whom it may concern,

I, Dan Rost, am writing this letter in reference to a conversation I had with Chief Sicard after I was informed that I would be confirmed. Chief Sicard was having a conversation with me after getting word that I would be getting confirmed about how his position works and the authority he has to do certain things. He made the statement that he has the deciding factor on all confirmation. At one point he even mentioned that "certain people feel like once they become confirmed that they are untouchable and that is not the case".

Dan Rost

Grievance Letter

To the civil service board of St. Tammany fire protection district 3

I, James Dumas the senior captain of St. Tammany fire protection district 3, am writing this letter to inform the board of the following incidents:

I find that my ability to accomplish my classification responsibilities as a captain are being hindered. The fire chief Sicard has reportedly had meetings with two of my subordinates without my knowledge, Jim McQuilkin and Dan Rost. In these meetings I was informed by Jim and Dan that I was being negative according to the fire chief. In one instance, it was reported to me that this negativity would end soon. I took this supposed statement as prejudicial. Am I under investigation by the fire chief? I have not had any meeting with Assistant chief Iober or Chief Sicard that referred to my negativity. It is now over two weeks since these meetings with my subordinates.

As of today, 10/28/15 my subordinate Jim McQuilkin is apparently moving to B-Shift. I have not had any meeting or been informed of this move. I have been told by Captain Geissler I might get Paul Ehlinger to replace him. I had been informed on my off-day by Jim McQuilkin that he had been told he would be moving to B shift about a week before this letter. The November schedule is now out showing that Jim McQuilkin has been moved to B-shift. This leaves a new employee, Scott Cookmeyer to be the only employee to man station 33. See his recent evaluation completed by myself and Captain Geissler. That being said, apparently in a second meeting with Jim McQuilkin, he was told that it would now be Captain Dumas responsibility to make sure FF/operator Cookmeyer could do his job. I have only worked the same station with FF/Cookmeyer a handful of times. As such if I had been advised of this change, I could have met with chief Iober and/or chief Sicard. More importantly I could meet with FF/operator Cookmeyer. I was not given the ability to act as a supervisor. This instance brings myself to question if this is the only incident? Will my subordinates now be hesitant to come to me out of fear of being called to a civil service grievance hearing? I feel I am being portrayed in a negative manner by the chief.

I also had a meeting with FF Haile about an incident. Apparently FF Haile had made statement to chief Sicard about Jim McQuilkin and Dan Rost. Chief Sicard then had meetings with Dan and Jim. I was never informed of this by chief Iober or chief Sicard. I met with R. Haile on 10/11/15, after being told by Jim McQuilkin that a grievance was being filed by R. Haile to chief Sicard. The outcome of this meeting was very positive. I also met with J. McQuilkin and D. Rost following the meeting with R. Haile on 10/11/15. The outcome of these meetings was very positive. I believe that if given the chance to apply my supervisory skills it would create a more efficient chain of command.

At the moment of this letter chief Sicard called FF/OP/D. Rodriguez over to get a red helmet.

“Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service.”

- Budget/High attorney fees
- Staffing shortage since 2014
- Firefighter retention/Turnover Rate



To whom it may concern,

We as an Association are writing this letter on behalf of the majority. The crews have lost all confidence in the leadership of this department based off the many unfair and poor decisions made by Chief Sicard. Multiple attempts were made to fix these evolving problems with Chief along with many other issues, but every situation was met with resistance. Case in point would be the write up given to James Dumas 2 years ago after the Captain gave vital information pertaining to laws requiring two EMT's on any ambulance responding to any emergency scene. Mr. Dumas was referred to as "not being a team player" (2) but, as of recent weeks, the Chief has confirmed the law to be legitimate and has enforced a new policy. We stand together as an Association to avoid being singled out or reprimanded. Things have gotten so bad with our relationship that now the Chief has an attorney and new company at every meeting to help him battle against the Association. The actions taken by the Chief over the recent past has finally proved too much for employees to deal with. After several meetings and conversations, a majority vote of 10-2 has come back with a vote of no confidence in Chief Sicard. We request that the Fire Chief resign from his position immediately. If the Chief does not wish to resign, we ask that an investigation be started on Chief Sicard of violations of Civil Service Law LA RS: 2560 which includes but isn't limited to :

- A. "Unwillingness or failure to perform the duties of his position in a satisfactory manner".
- C. "The commissions or omission of any act to the prejudice of the departmental service or contrary to the public interest or policy".
- E. "Conduct of a discourteous or wantonly offensive nature toward the public or toward any municipal officer or employee, and any dishonest, disgraceful, or immoral conduct".
- J. "Using or promising to use his influence or official authority to secure any appointment to a position within the classified service as a reward or return for a partisan or political purpose".
- L. "Inducing or attempting to induce, by threats or coercion, any person holding a position in the classified service to resign his position, take a leave of absence from his duties, or waive any of his rights under the provisions of this part or of the rules of the board".
- O. "Any other act or failure to act which the board deems sufficient to show the offender to be an unsuitable or unfit person to be employed in the fire and police service".

Sworn written details can be provided upon request from different members of the Association depicting their stories and interactions with the Chief describing the many violations he has committed. Everything from discrimination to the threats such as "just because someone is confirmed doesn't make them untouchable" (2). The Chief has even gone as far as to ask new

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard.

employees what their stance on Unions is during their interview process. We as a department feel that all of the complaints with the Fire Chief require immediate action by the Civil Service Board and recommend the assistance of PMI. We do not feel that it is acceptable for a person in his position to be able to make unchecked decisions without repercussions. The lack of consistency in the Chief's interpretation of the policy book has left no faith in the system and in some cases favoritism. For example one employee was allowed to bend the Chief's direct order for obtaining certifications. Yet, two other employees are denied obtaining certifications which directly affected their losing a promotional position on a non-existent promotional list that the Chief has clearly stated has no bearings on who he wants to promote. If the Chief can say in a recorded meeting that he was not following Civil Service's requirements for classifications, then we feel he must be removed from his position for "unwillingness to perform his duty" (1).

Sincerely,

Local 4950

1. St. Tammany Parish Fire Protection District 3, Employee & Reserve Handbook - Ch. 6 Conduct & Discipline
2. Chief Patrick Sicard

I, James Dumas am writing this letter to attest to events I personally witnessed involving Chief Sicard.

On May 5th of 2015 I received a phone call from Chief Sicard. During this conversation the Chief stated that "Danny and Eddie can go to Pepe's Mexican restaurant to celebrate their Mexican heritage." I took this to be offensive and discriminatory. I did not inform Danny or Eddie of this conversation. I was unaware that the Chief made this statement in front of probationary firefighter Rost. Dan Rost later asked if I was who Chief Sicard was talking to. I stated to firefighter Rost that I was going to ignore those comments. Danny and Eddie were also present. I explained to firefighter Danny Rodriguez and Eddie Rodriguez that these comments were uncalled for by the Chief. I also stated that I was offended and embarrassed to inform them of this event.

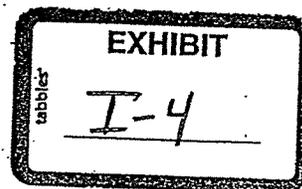
On October 8th 2014 I witnessed Chief Sicard state in a commissioner meeting that our newest hire was a "Dark skinned guy". This statement was made to our board of commissioners and the public audience. This statement was followed by asking the board of commissioners to confirm him. Board member MacGregor made the motion to confirm the Chief.

Chief Sicard had purchased an air mattress for station 31. This air mattress was placed in the "Day" room. Chief Sicard stated to me that, "The females, Jillian and Tiffany can sleep in the day room so no one they don't have to bunk in the bunk room". I immediately corrected Chief Sicard saying that you cannot tell a female employee she has to sleep on an air mattress. I stated that if an employee was uncomfortable sleeping in the bunk room that the air mattress is an option for them. I stated again that it would be discriminatory to force the female employees to sleep in the "Day" room. We have not had any female employee work any part time shifts in months.

During the Safety Officer training class in STFD#1, Chief Sicard made a statement at lunch to our employees and some from other departments. He stated that he would take an "IAFF" sticker and put in a hole on a beef roast and "fuck it". I heard this from a few seats away. Firefighter McQuilkin was so upset that he got up from the table and went to sit by himself. Jim refused to let Chief Sicard pay for his meal. When Chief Sicard asked Assistant Chief Lober what to do? Chief Lober stated you need to go talk to him.

When completing Pre-Plan inspections I noticed that there was a Pre-plan done on the Lacombe Art Center. The address of this business was in the 30000 block of highway 190. This pre-plan verification form was signed by Chief Sicard as being visited on 12/28/14. This building is not a commercial business. I was shown this building by Chief Flynn years ago. It has been private residence for years now. These pre-plans are submitted for the insurance rating to PIAL.

In March of 2016 we attended an EEOC training put on by PMI. Firefighters Rost and McQuilkin were present, Chief Sicard and myself were also present. Lorie Foster started the meeting by asking a question. "Who was responsible for 9/11?" Chief Sicard stated, "The Muslims!" I raised my hand and stated, "The people responsible for 9/11 were the people who committed the attack and help plan it. Not an entire religious group."



In February of 2016 I was called into a meeting with Chief Sicard. Chief Sicard stated that Firefighter Dawson had disobeyed a direct order from him. The incident had to do with Firefighter Dawson responding M33 to MOB II for a possible CPR in progress. I stated over the radio to Firefighter Dawson in the future not to respond in M33 without a partner. Firefighter McQuilkin stated to me that he had earlier in the month performed CPR on a patient across 434 at the Gators Gas station after responding by himself, but was not given a written consult. Probationary Captain Guillot stated to me that he had been told to respond in the ambulance to emergency calls by himself and was also not given a written consult. When I did give firefighter Dawson a written consult I cited the employee handbook for vehicle response. Although there is no SOP for an Ambulance response listed anywhere in the policy book. This leads to the perception of only enforcing the "rules" to certain employees. We do not have an AED on any other units other than the med unit's ALS EKG monitor. I also cannot get a straight answer on if a non-paramedic can even use the monitor to defibrillate a person in cardiac arrest.

I have stated on many occasions that we are grossly understaffed to Chief Sicard and Chief Lober. Even with two persons at each station. If a medical call pulls the two personnel away the other trucks are now unmanned. Item 16-281 for example. A structure fire call in Lacombe Harbor with a woman inside the house refusing to leave because of her cat still being inside, P/T 32 was unmanned because Eddie Rodriguez and myself were coming back from a medical transport. Besides the obvious danger of having unmanned trucks to the public, PIAL ratings also dictate a minimum response time for first due engines. According to the Firehouse report the first arriving unit had an 8:41s response time. The times and units do not reflect accurately the call. U31 was driven by 306 and is not listed. 350 drove P/T31 and he is not listed as even being on scene. The first unit on scene was U301. P/T 32 had to be picked up by Chief Sicard and brought to the call. It did not arrive at the same time as U301.

James B Dumas



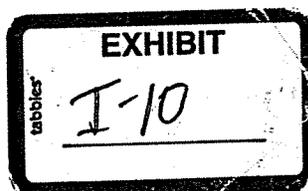
RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Notice of Questioning and Supplemental Notice of Investigation", and on the 27th day of May in the year 2016 served the same on Fire Chief Patrick Sicard in person.

Chief Sicard was served in person at FD3 Administration

Michael Heimler
(Signature of serving Person)

Patrick Sicard
(Signature of Person Served)



**RESPONSE OF PATRICK SICARD TO "NOTICE OF QUESTIONING AND
SUPPLEMENTAL NOTICE OF INVESTIGATION"**

I, Patrick Sicard, make the following formal response to the "Notice of Questioning and Supplemental Notice of Investigation served upon by the St. Tammany Fire Protection District No. 3 Civil Service Board (Board);

ALLEGATION NO. 1:

On or about May 5, 2015, allegedly making a statement regarding allowing Eddie Rodriguez and Danny Rodriguez, who are both of Hispanic origin, time off so they could go to lunch at Pepe's Mexican Restaurant to celebrate their heritage on Cinco de Mayo (See, Ex. 1-3 at FPS 000020.)

RESPONSE TO ALLEGATION NO. 1

1. Neither Eddie Rodriguez nor Danny Rodriguez has been subjected to a loss of pay or benefits and have no rights of appeal to this Board for this statement.
2. The allegation fails to cite the violation of any rule adopted by this Board.
3. There is nothing about this statement that is discriminatory and even if there were, this Board has no jurisdiction over complaints of discrimination based upon race or national origin.
4. The complaint is untimely.
5. Neither Eddie Rodriguez nor Danny Rodriguez has ever complained to management or the Board of Commissioners of St. Tammany Fire Protection District No. 3 about this matter.

ALLEGATION NO. 2:

On or about October 8, 2014, you allegedly made a remark to the Board of Commissioners that the District's newest hire was "a dark skinned guy." (See, Ex. 1-4.)

RESPONSE TO ALLEGATION NO. 2

1. The complaint is untimely.
2. This Board has no jurisdiction over complaints of discrimination based upon race or national origin.
3. The allegation fails to cite a violation of any rule adopted by this Board.
4. Two members of the Board of Commissioners of St. Tammany Fire Protection District No. 3 to whom the statement was made in a public meeting are African-American and neither has ever expressed the taking of offense to this statement.



ALLEGATION NO. 3:

You reprimanded Firefighter Abraham Dawson, an African-American male, relating to an incident that occurred on February 12, 2016 wherein he responded to a call in an ambulance. It is alleged that you did not reprimand non-minority employees for similar behavior. (See, Ex. 1-3 at FPS 000009; Ex. 1-4.)

RESPONSE TO ALLEGATION NO. 3

1. Firefighter Abraham Dawson has not been subjected to a loss of pay or benefits and has no right of appeal to this Board and has not appealed to this Board.
2. The allegation fails to cite any rule adopted by this Board of which there has been a violation.
3. This Board has no jurisdiction over complaints of discrimination based upon race or national origin
4. The allegation lacks specificity as to the identities of the persons engaged in "similar behavior" and the dates upon which the "similar behavior" occurred and so no comparisons can be made.

ALLEGATION NO. 4:

You allegedly made offensive statements regarding Muslims at a training course in March of 2016. (See, Ex. 1-4.).

RESPONSE TO ALLEGATION NO. 4

This is a misstatement of what is alleged. Dumas states in I-4:

In March of 2016 we attended an EEOC training put on by PMI. ...Lorie Foster started the meeting by asking a question. "Who was responsible for 9/11 ?" Chief Sicard stated, "The Muslims!" I raised my hand and stated, "The people responsible for 9/11 were the people who committed the attack and help plan it. Not an entire religious group."

Dumas' self-serving and self-righteous response is either ignorant of the fact that the 9/11 attackers were Muslims, or intended to falsely accuse me of religious bigotry or both.

ALLEGATION NO. 5:

You allegedly portrayed yourself as Adolph Hitler in a photograph and on fire district premises. (See e.g. Ex. 1-3 at FPS 000020)

RESPONSE TO ALLEGATION NO. 5

A copy of the photograph, taken with other fire employees wearing false mustaches during a “truck pull” fund raiser 201, before my appointment as Fire Chief, and which is publicly displayed, is attached as Exhibit 1.

ALLEGATION NO. 6:

On or about July 31, 2015, while attending a safety officer training course in Slidell, you were at lunch at Vera's Restaurant with other employees of the Fire District and allegedly made profane and offensive comments which are set forth in the written statement of Firefighter Jim McQuilkin (Ex. 1-3 at FPS 000018-FFS 000019) and the written statement of Captain James Dumas (Ex. 1-4).

RESPONSE TO ALLEGATION NO. 6

1. No employee subject to this Board’s jurisdiction has been subjected to a loss of pay or benefits.
2. The allegation fails to cite the violation of any rule adopted by this Board.
3. There is no allegation of the creation of a hostile work environment.
4. The complaint is untimely.
5. The comments are my opinion of an organization, not an individual, and are protected speech.

ALLEGATION NO. 7:

You allegedly used a departmentally imposed requirement that fire captains have a paramedic certification (which requirement is not contained in the Fire Captain Civil Service Class Plan) to circumvent civil service promotional requirements and hand-picked certain employees for advancement over other employees. (See e.g. I-3 at FFS 000012.)

RESPONSE TO ALLEGATION NO. 7

The “departmentally imposed requirement” that fire captains have a paramedic certification was approved by the Board of Commissioners of St. Tammany Fire Protection District No. 3 and the Office of the State Examiner (OSE). The relevant provisions of the St. Tammany Fire Protection District No. 3 Employee and Reserve Handbook is attached as Exhibit 2

The allegation fails to fails to cite the violation by me of any rule adopted by this Board.

ALLEGATION NO. 8:

You allegedly and improperly ordered Fire Captain James Dumas to attend paramedic school in order to maintain his position as fire captain when there is no paramedic requirement in the Fire Captain Civil Service Class Plan. (See, Ex. I-3 at FFS 000024 - FFS 000026; Ex. I-3 at FFS 000013 - FFS 000015.).

RESPONSE TO ALLEGATION NO. 8

1. No employee subject to this Board's jurisdiction has been subjected to a loss of pay or benefits.
2. The allegation fails to cite the violation of any rule adopted by this Board.
3. The "departmentally imposed requirement" that fire captains have a paramedic certification was approved by the Board of Commissioners of St. Tammany Fire Protection District No. 3. and the Office of the State Examiner (OSE), see Response to Allegation No. 7.

ALLEGATION NO. 9:

You allegedly and improperly required Firefighter Dan Rost to obtain a Firefighter II certification when that certification is not required by the Firefighter/Operator Civil Service Class Plan.

RESPONSE TO ALLEGATION NO. 9

The requirement is departmentally imposed and was approved by the Board of Commissioners of St. Tammany Fire Protection District No. 3. See Exhibit 3, attached.

ALLEGATION NO. 10:

You allegedly made threatening statements in the presence of Firefighter Dan Rost including statements that "the seniority list does not mean anything" and that "certain people feel like once they become confirmed that they are untouchable and that is not the case." (Ex. I-3 at FFS 000023; Ex. I-3 at FFS 000028.)

RESPONSE TO ALLEGATION NO. 10

1. Dan Rost has not been subjected to a loss of pay or benefits and has no right of appeal

to this Board.

2. The allegation fails to cite the violation of any rule adopted by this Board.

ALLEGATION NO. 11:

You allegedly counseled Captain James Dumas for not being a "team player" when he brought to your attention that parish and/ or state law may require that all ambulance responses include both a paramedic and at least another individual who is a first responder. In connection with this reprimand you allegedly have not produced all of the subpoenaed paperwork.

RESPONSE TO ALLEGATION NO. 11

1. "Counseling" is not a "reprimand" and is not appealable to this Board. The consultation is attached as Exhibit 4.
2. This Board has no jurisdiction to interpret state law.
3. All of the documents subpoenaed have been produced.

ALLEGATION NO. 12:

You have allegedly allowed the Fire District to be improperly understaffed which necessitates fire stations being closed on a regular basis and have allowed morale to drop so low that there is an extraordinary number of resignations of employees.

RESPONSE TO ALLEGATION NO. 12

The St. Tammany Fire Protection District No. 3 Civil Service Board has no legal authority over the staffing of St. Tammany Fire Protection District No. 3. The staffing of St. Tammany Fire Protection District No. 3 is the responsibility of the Board of Commissioners of St. Tammany Fire Protection District No. 3 to which I answer directly as Fire Chief.

ALLEGATION NO. 13:

You have allegedly allowed District financial and other resources to be overused for the purpose of medical responses and other items and thereby reduced the effectiveness of fire responses.

RESPONSE TO ALLEGATION NO. 13

The St. Tammany Fire Protection District No. 3 Civil Service Board has no legal authority over the budget, fiscal affairs or daily operation of St. Tammany Fire Protection District No. 3, the

authority over same being the exclusive responsibility of the Board of Commissioners of St. Tammany Fire Protection District No. 3 to which I answer directly as Fire Chief.

ALLEGATION NO. 14:

You have allegedly allowed a decline in the Fire District's ISO fire rating from a 3 rating to a 4 rating and in connection with ratings, have allegedly provided inaccurate information to the rating agency, PIAL.

RESPONSE TO ALLEGATION NO. 14

The St. Tammany Fire Protection District No. 3 Civil Service Board has no legal authority over the budget, fiscal affairs or daily operation of St. Tammany Fire Protection District No. 3, the authority over same being the exclusive responsibility of the Board of Commissioners of St. Tammany Fire Protection District No. 3 to which I answer directly as Fire Chief.

Further, the allegation that I “provided inaccurate information” does not cite a violation of a civil service rule adopted by this Board and does not specify a date or identify the “inaccurate” information allegedly provided.

ALLEGATION NO. 15

You have allegedly falsified a preplan of a business in the 3000 block of Highway 190. The details of this allegation are found in the statement of Captain James Dumas. (Ex. I-4.).

RESPONSE TO ALLEGATION NO. 15

This is a mis-statement of what was alleged. Dumas states in I-4:

When completing Pre-Plan inspections I noticed that there was a Pre-plan done on the Lacombe Art Center. The address of this business was in the 30000 block of highway 190. This pre-plan verification form was signed by Chief Sicard as being visited on 12/28/14. This building is not a commercial business. I was shown this building by Chief Flynn years ago. It has been private residence for years now. These pre-plans are submitted for the insurance rating to PIAL.

There is no allegation that anything has been “falsified”.

The St. Tammany Fire Protection District No. 3 Civil Service Board has no legal authority over the routine operations of St. Tammany Fire Protection District No. 3.

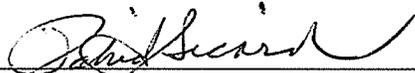
Dumas' statement that he saw this building "years ago" is not specific as to time nor does he state when he conducted his Pre-Plan "inspection". If the Pre-Plan was in error, Dumas should have corrected it.

ALLEGATION NO. 16

You have allegedly and improperly allowed Fire Station 33, which is near Interstate 12, to be staffed by an injured employee, Firefighter Jim McQuilkin, and have allowed it to be staffed only by an inexperienced probational firefighter without proper certifications, Firefighter Cookmeyer.

RESPONSE TO ALLEGATION NO. 16

1. McQuilkin has not been subjected to a loss of pay or benefits and has no right of appeal to this Board.
2. The allegation fails to cite the violation of any rule adopted by this Board.
3. The allegation fails to state a date on which this alleged "improper staffing" occurred.
4. McQuilkin was released to light duty by his physician on May 18, 2016.



PATRICK SICARD, FIRE CHIEF
ST. TAMMANY FIRE PROTECTION
DISTRICT NO. 3

Date: 6/2/16



St. Tammany Parish Fire Protection District 3



Employee & Reserve Handbook

written tests prior to the 364th day of employment. The Fire Chief may, under extenuating circumstances, extend this period, but under no circumstances shall it extend beyond the employee's confirmation. Additional requirements are listed in Appendix P.

~~2. Operator - Future Class~~

3. Captain - Each person wishing to be promoted to the Fire Captain classification shall be required to obtain the requirements as listed in Appendix Q before being eligible to take the promotional exam. Also, after successful testing, but prior to being promoted, employee must comply with requirements listed in Appendix Q 'Fire Captain Paramedic Training' requirements. Upon being promoted, each Fire Captain must complete an officer level class as specified by the Fire Chief within one year of promotional appointment. Failure to obtain these requirements prior to the 364th day from date of promotion shall result in demotion or rejection or termination from employment. The Fire Chief shall weigh the circumstances and make the determination of status.
4. Administration - There is no required training for administrative positions at this time, subject to change in the future.
5. General - All suppression employees shall be required to take VFIS driver training or equivalent (i.e. CEVO) annually.
6. Suppression employees must enroll in a Driver/Operator class and complete LSU Driver/Operator Certification within 3 test attempts or 1 year from date of probational appointment whichever comes first.
7. All suppression employees must complete Firefighter II certification within 1 year from date of probational appointment.
8. Incident Management Systems (IMS)
- a) All suppression employees must complete IMS 100, 200, 700 and 800 prior to confirmation in their class.
 - b) All Captains must complete IMS the 300 & 400 level prior to their confirmation in the class.
 - c) All courses must be re-taken, as applicable to either classification, every 5 years.

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* ADOPTED BY B.O.C. 8/14/13

Appendix Q



Charles A. Flynn, III
Fire Chief

St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

(985) 882-5977 Office (985) 882-6664 Fax

stfd3@charter.net

Captain Requirements

- 1) Must meet all Civil Service Requirements
- 2) Must possess and maintain a current Louisiana Class 'D' Chaffeur's License.
- 3) Must have Firefighter I and II Certification (IFSAC approved)
- 4) Must have Haz-Mat I and II
- 5) Must have Driver/Operator certification
- 6) Must have Investigator I
- 7) Must have Instructor I
- 8) Must have Officer I
- 9) Must possess and maintain a minimum of (current) EMT-Paramedic, (current) State Licensing Card and (current) CPR card prior to the deadline for accepting applications for the Fire Captain test.
- 10) Must have a minimum of five (5) years of full time certified Firefighter/Operator experience with St. Tammany Fire District 3 prior to the deadline for accepting applications for the Fire Captain test.



St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

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stfd3@charter.net

Charles A. Flynn, III
Fire Chief

Regular Commissioners Meeting

August 14, 2013

Meeting Minutes

Called To Order:

Chairman Montalbano called the meeting to order on Wednesday, August 14, 2013 at 6:00 PM.

Pledge of Allegiance

Roll Call:

Leo Casanave, A. J. Montalbano, Rock Petersen, Raymond Batiste are present. Mr. MacGregor is absent.

Secretary Minutes:

Minutes of the Regular Meeting of July 10, 2013

Mr. Casanave moved, Mr. Petersen seconded to dispense with the reading of both sets of the minutes and accept them as presented. There being no discussion, a vote was called. Motion approved unanimously.

Treasurer Report:

Mr. Batiste noted the following balances in the respective checking accounts:

Balance in the general fund as of August 12th is \$ 519,776.84

Balance in the contingency fund as of August 12th is \$22,514.72

Mr. Casanave moved, Mr. Petersen seconded to accept the Treasurer's Report. There being no discussion, a vote was called. Motion accepted unanimously.

Chief's Report:

- 1) Total responses are 675. July responses were 97
- 2) Heart Hospital did go to tax sale but at the sale the taxes were paid by an individual out of New Orleans. Therefore, we were paid our full amount due through the Sheriff's office. Michael Bach was the person who paid it. It's good that we received our revenue this year, but who will pay it next year. The August tax settlement reflected the payment along with any other late payments.

Minutes of August 14, 2013

Page two

- 3) Tanker 32 – Chief passed around pictures of the refurbished truck. It should be ready very soon. It will be here before the next meeting.

Assistant Chief's Report

- 1) A/C Sicard reported that there would be a plea deal with Gina Scramuzza for life without parole to avoid the death penalty. She took that and now she is finished. The only person yet to go to trial is Carlos Rodriguez. They have postponed his trial. All in regard to the murder of our employee Mario Scramuzza. The others involved have all been dealt with in the court system.

Old Business:

Policy Book

Capt. Dumas from the audience asked if the employees could look at the book before the board acted on it. Chief Flynn noted that this is something the he (the Chief) puts into place and if the commissioners need to get approval from the employees, then why is there a need for him (as Fire Chief). Mr. Casanave noted that in the school system, the administrators make the policy and give it to the teachers and that's it. Another person, (F/O Galloway?) stated that since Chief Flynn is moving out of the position and another Chief is moving in, so we (the employees) will be back to back policy changes. Mr. Casanave stated it is a product of the administration belonging to Fire Dist. 3. Mr. Petersen asked if there was any way it could be reviewed by the employees. Chief stated it is entirely up to the board.

Mr. Petersen moved to allow time for the employees to review it. Motion failed for lack of a second.

Mr. Sicard noted that policies are made by the administration, approved by the board and then the rules are discussed with the employees in a series of meetings. This is an administrative function. One of the duties of the administration is to create order and equity in the fire district.

Mr. Batiste moved to accept the changes to the policy book as presented. Mr. Casanave seconded the motion. The discussion being held prior to motion and there being no further discussion, a vote was taken. Motion carried unanimously.

New Business:

Forming a Committee for Fire Chief appointment

Chief described the need for a committee was to discuss and decide on an interim chief or candidates for an interim chief to be brought before the full board. The other task is to review applicants (after testing) for the open Fire Chief position and bring forth the top candidate(s) to the full board for approval.

Minutes of August 14, 2013

Page three

Mr. Batiste and Mr. Petersen volunteered to serve on the committee.

Mr. Petersen moved to appoint A/C Pat Sicard as interium Fire Chief effective 9/30/13 at 4:00 PM. Mr. Batiste seconded the motion. There being no further discussion. Motion carried.

2013 Budget Amendment

Chief Flynn explained the colors indicating an item is changing from the original on the far left. Mr. Casanave moved to table it until the next meeting. Mr. Batiste seconded the motion. Motion carried.

A brief non-agenda item was brought up regarding the Feasibility Study on Fire District Consolidation. After a brief discussion, no action was taken.

Adjournment:

Mr. Batiste made a motion to adjourn, seconded by Mr. Petersen. Motion carried and meeting was adjourned at 6:31 PM

FIRE CAPTAIN

(Promotional Class)

DISTINGUISHING FEATURES OF THE CLASS

This class encompasses responsible supervisory positions, the primary duties of which involve the supervision of the operations of a fire station, including the supervision of firefighting personnel, apparatus and equipment on an assigned shift. Employees of this class respond to emergency calls, assume command at the scene of an emergency in the absence of a superior officer, and assist in the training of subordinate employees. Fire Captains have the authority to work independently in most areas, performing special tasks with only general instructions. Employees of this class report to and have work reviewed by the Assistant Fire Chief. Fire Captains rank directly below the class of Assistant Fire Chief.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

Responds to all fire and emergency medical calls, supervises driving of fire apparatus, and directs the positioning of the fire apparatus at the fire or emergency scene. Directs the operation of a fire company by gathering and assessing pertinent data provided by dispatcher, performing size-up of an emergency scene, and observing and responding to changes in fireground conditions. Sets up the fireground perimeter for crowd and traffic control. Performs firefighting operations and supervises subordinate employees in search and rescue, forcible entry, self-contained breathing apparatus, ladder operations, ventilation, nozzle and hose handling, protection of exposures, fire extinguishment, pump operations, sprinkler and standpipe systems, water supplies, and salvage and overhaul. Supervises and performs emergency medical services such as basic first aid, CPR, and first responder services. Supervises the handling of hazardous materials. Serves as fire safety officer. Maintains communications between the fire scene and other authorized personnel, calling for assistance when needed.

Manages and supervises the operation of a group of fire suppression personnel for one shift by performing such duties as issuing orders and assigning work or duty areas, inspecting appearances of personnel and equipment, reviewing written reports, and delegating authority as allowed. Provides assistance to subordinates in technical areas of work. Oversees the work performance by subordinates, conducts employee performance evaluations, and discusses work performance with subordinates. Counsels employees

who are experiencing work problems and resolves employee complaints and grievances. Assists in maintaining discipline among subordinates by recommending disciplinary action to the appointing authority. Briefs incoming Fire Captain on all pertinent activities that occurred or those that will occur on the upcoming shift.

Personally trains personnel by conducting training in the classroom and providing informal or on-the-job training for new employees. Conducts drills and evolutions.

Performs pre-fire planning inspections by visiting businesses, schools, and places of public assembly, inspecting for fire protection purposes, including conducting fire drills. Assists arson investigation personnel by securing the fire scene to prevent removal or damage of evidence. Searches for, protects, preserves, reports, and maintains the chain of custody of any evidence of suspected arson. Testifies in court when required.

Recommends management policies, goals, and objectives for the department. Participates in the research and planning for programs and activities of the department. Recommends changes in department operations that will help the city improve ISO ratings. Evaluates the efficiency of response units following emergency incidents.

Conducts tests or directs the testing of fire department apparatus and equipment. Inspects fire apparatus, station, buildings, and facilities to ensure compliance with departmental standards. Reports and receives reports about any problems with fire department property and equipment for the purposes of repair and maintenance. Maintains inventory of supplies and equipment, and orders and distributes supplies and equipment to personnel as required.

Provides for the maintenance of department records, such as records of activity, inventory records, or any others which may be required. Personally completes any forms, records, or reports as required. Compiles data and writes reports.

Participates in special community projects designed to improve public relations. Makes presentations and demonstrations related to fire prevention and fire safety. Conducts tours of department facilities for school or civic groups.

Performs related duties as assigned.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements listed below must be met by the filing deadline for application for admission to the examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States, and of legal age.

After offer of promotion, but before beginning work in this class, must pass a physical examination, the selection and administration of which shall be authorized by the Appointing Authority, designed to demonstrate good health and physical fitness sufficient to perform the essential duties of the position, with or without accommodation.

Must possess a valid Louisiana driver's license.

Must be a regular and permanent employee in the class of Firefighter/Operator by the closing date for application to the board.

Must possess certification as Firefighter I, Firefighter II, Driver/Operator, Fire Service Instructor I, Fire Investigator I, Hazardous Materials I, Hazardous Materials II, Fire Officer I, immediately preceding closing date for application to the board.

The above certifications must be from the Louisiana Firefighter Certification Program or another agency accredited by the National Board on Fire Service Professional Qualifications (NBFSPQ) or the International Fire Service Accreditation Congress (IFSAC).

Must possess Nationally Registered Emergency Medical Technician Basic, and American Heart Association certified in CPR, immediately preceding closing date for application to the board.

Training & Education may be divided into two subcategories: Required and Non-required. Other training issues are scheduling and reports.

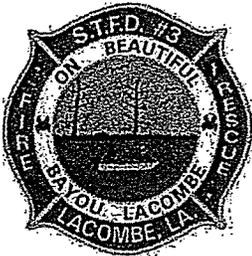
A. Required Training

Required training is defined as training that is considered a job requirement for continued employment or promotion. Examples may include firefighter certification, officer training, EMT certification, safety, and driver training.

1. **Firefighter/Operator** – Each person hired in the firefighter class shall obtain Firefighter I certification prior to confirmation in the classification. Each person hired to this class must obtain EMT-Basic licensing with 1 year of the date of hire. Failure to obtain *test results* from National Registry for both practical *and* written tests prior to the 364th day of employment or the day before confirmation in the class will result in immediate termination of employment. Additional requirements are listed in Appendix P.
2. **Operator –Future Class**
3. **Captain** – Each person wishing to be promoted to the Fire Captain classification shall be required to obtain the requirements as listed in Appendix Q before being eligible to take the promotional exam. Upon being promoted, each Fire Captain must complete an officer level class as specified by the Fire Chief within one year of promotional appointment. Failure to obtain these requirements prior to the 364th day from date of promotion shall result in demotion or rejection or termination from employment. The Fire Chief shall weigh the circumstances and make the determination of status.
4. **Administration** - There is no required training for administrative positions at this time, subject to change in the future.
5. **General** – All employees shall be required to take VFIS driver training or equivalent i.e. CEVO annually. Each employee must complete LSU Driver/Operator Certification and Firefighter II.

St. Tammany Fire District No. 3	Chapter 10
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"TEAM PLAYER" COMMENT
IN CONTEXT



Charles A. Flynn, III
Fire Chief

St. Tammany Parish Fire Protection District # 3

P.O. Box 849
Lacombe, Louisiana 70445-0847
(985) 882-5977 Office (985) 882-6664 Fax
stfd3@charter.net

WRITTEN CONSULTATION

This is a written consultation and is not reported to the Office of State Examiners (O.S.E.). However, repeated written consultations and/or more severe violations of the rules or policies of St. Tammany Fire District No. 3 may result in disciplinary action, which is reported to the O.S.E.

Please PRINT legibly in all areas.

Employee Name: JAMES DUMAS

Employee Classification: CAPTAIN

Supervising Officer: ASST. CHIEF SCOTT LUBER / CHIEF PATRICK SICARD

Date(s) of Violation(s): VARIOUS DATES 2013

Date of Consultation: OCTOBER 30, 2013

Policy: Employee Handbook Chapter _____ Section _____

Quote policy infraction(s):

CHAPTER 1 PAGE 1, CHAPTER 1 PAGE 6 NOS. 1 & 2, CHAPTER 6 PAGE 3 A NOS. 1, 3, 4, CHAPTER 6, PAGE 5 C, NO. 3, CHAPTER 6, PAGE 6 E NOS. 1 & 4, CHAPTER 6, PAGE 6 F AND CHAPTER 2, PAGE 19 K.

Describe policy violation(s):

CHAIN OF COMMAND
GENERAL CONDUCT
NEGLECT OF DUTY

REFER TO TYPED MINUTES OF MEETING

Use the back of this page for additional space, if needed.

Attach this form to the Performance Improvement Plan (PIP).

By signing below, the employee acknowledges that he/she has been verbally instructed / consulted by his/her company officer, made aware and notified of the policy or rule violation(s), as indicated on this form.

Employee Signature: [Signature] Date: 11-5-13

Officer Signature: [Signature] Date: 11-5-13

Fire Chief's Signature: [Signature] Date: 11-5-13

Employee Documented Consultation

Re: Captain James Dumas

October 30, 2013

This meeting has taken place as a documented consultation with Captain James Dumas to discuss the violations of "Chain of Command" (Chapter 1, Page 1, Chapter 1, Page 6, Nos. 1 & 2), "General Conduct" (Chapter 6, Page 3 A; Nos.1, 3, 4, Chapter 6, Page 5 C; No.3, Chapter 6, Page 6 E; Nos. 1 & 4, Chapter 6, Page 6 F) and "Neglect of Duty" Chapter 2, Page 19 K.

Chief Sicard, Asst. Chief Lober and Captain James Dumas were present for the documented consultation.

The following matters were discussed with Captain James Dumas:

- Chief Sicard advised Captain Dumas that several employees have approached A.C. Scott and Chief Sicard about "Captain James Dumas being one of three employees who are spreading rumors, bringing down morale, and talking against the administration." Woody Hinson's email and Stefaine Bestor's emails were discussed. See Bestor's email. James admitted to having written a portion of the email and having emailed the letter out. The email was submitted to the STFD#3 administration by Stefaine Bestor with the email showing "To: Stefaine Bestor, From: James Dumas." This email was erroneous in part, was a violation in the chain of command, and was in violation of STFD#3 policy as a disparaging note sent out to past employees. Woody Hinson's email was a disparaging email sent to Woody Hinson and was a breach in Officer confidentiality following an Officer's meeting. During an Officer's meeting in September 2013, Chief Sicard advised the Officers that no certifications would be accepted from District 6 by District 3 FFs who work for District 6 on a PT basis without documentation approved by Chief Sicard because Woody Hinson was the A.C. in District 6 and was not trusted by Chief Sicard due to his (Woody's) past employment in STFD #3. Mr. Hinson had a history of untrustworthy behavior during his employment with STFD#3. During the meeting, Captain Dumas was noticed to be audio taping the meeting by Chief Sicard and Captain Geissler. Captain Dumas was noticed to have taped the meeting when he (Dumas) accidentally pushed the play back button on his phone playing Chief Sicard's voice on what was just said by Chief Sicard moments earlier. Captain Geissler and Chief Sicard noticed what had happened and approached each other after the meeting. The same content was placed on an email and sent to Woody Hinson. Captain Dumas was the

only one in the room during the Officer's meeting that was associated with District 6 (as a part-timer). Asst. Chief Hinson knows who sent the email.

- Woody, Eljay, and Russell Ritchie's reimbursement requests were discussed as an example of unknown employees of District 3 making it a point to make phone calls to ex-employees to come get their A.L. reimbursement checks following the corrections made to the A.L. calculation. This example was brought up as a way to express how employee(s) are going out of their way to not support the administration, but to burden the administration in matters that do not pertain to them. No accusations were made toward James Dumas.
- * • Chief Sicard advised Captain Dumas that laws documented on hand-outs, especially laws submitted anonymously to Captain Dumas, when the person who submitted the paperwork is known by Captain James Dumas, have to stop making their way to the Chief's desk. James Dumas was advised to stop documents pertaining to laws from being submitted to the Chief's desk and to handle the problem at hand on the Captain's level. Also, it was discussed that the anonymity of who is submitting such documents needed to stop. Repeated notification of "laws" and/or "erroneous information" believed to be law is being placed in the Chief's mailbox and/or desk from FFs and Officer-level staff. This type of behavior has a recent origin (within the past few months), a behavior that has FFs and Officer-level staff engaging in business matters that are not part of their job descriptions. Captain Dumas was advised that the administration would take care of following the laws and recommendations to the best of the administration's abilities and the submittal of this type of information by employees was "stepping out of bounds" when it came to administrative business.
- James was advised that going to Commissioners to take care of business was breaking the chain of command and any administrative matters involving the Commissioners would be handled through the Chief. James had offered to see the Commissioners about adding personnel to the department (a 7th FF per shift) in a previous Officer's meeting. Captain James was advised that he was not working in his job description and that meeting with the Commissioners was a Chief's job duty in order to discuss business matters.
- Chief Sicard advised Captain Dumas that everyone on staff needed to realize what their rank and position was within the department and to follow their job descriptions. Chief Sicard advised Captain Dumas in the previous Officer's meeting and in the consultation that employees are not working within their job descriptions but rather worrying about what administration is doing and even pushing their agendas to get involved in administrative matters. It has been said more than once by Chief Sicard that the administration would handle administrative matters and those outside of the

administration would be updated on administrative decisions but the general staff would not be taking part in making administrative decisions unless invited.

- There have been several suggestions/comments for a 7th FF to be added to the daily roster. Chief Sicard has advised more than once to Captain Dumas and others that a 7th FF is not feasible at this time and that the call volume and budget did not allow for a 7th FF. Chief Sicard also had mentioned that the Commissioners would not approve of a 7th FF without the data and revenue to justify a 7th FF. Currently and statistically, STFD #3 is handling its own call volume with very minimal requests for mutual aid. Chief Sicard advised Captain Dumas that he did not want any more talk on a 7th FF.
- Captain Dumas was also advised by Chief Sicard that he did not want to discuss another round of Captains, for this discussion has been brought up several times in the past. Chief Sicard advised Captain James that no one was close to being eligible for the Captain's promotion. Chief Sicard advised that no one was eligible (regarding the 5 yr.-on-the-job rule) until July 2014, not to mention the paramedic pre-requisite and other pre-requisites. Chief Sicard did not see anyone being eligible for a Captain's promotion until 2015 at the earliest. Chief Sicard advised James that this was another administrative task and decision and that admin would deal with this promotional matter when appropriate and that Captains and FFs needed to know their job descriptions and allow the administration to deal with these types of matters.
- .A-shift out of uniforms... Chief Sicard has talked with Captain James on more than one occasion about enforcing policy and ensuring that the employees on A-shift are in uniform. Adam Galloway was witnessed coming to Station 31 in his T shirt from Station 32 and then leaving and going to Russell's Quick Stop in a T shirt on (October 02, 2013). Jim McQuilkin and Adam Galloway were noticed leaving Station 31 in Medic-31 wearing T-shirts on (October 3, 2013). Eddie Rodriguez was also noticed to have come to Station 31 from Station 33 in Medic-33 in a T shirt on (July 23, 2013). James was advised that all of this was going on "under his nose" at Station 31 and that he should be aware of this.
- Chief Sicard has had Captain Dumas in the Chief's office discussing putting an end to the uniform violations and emphasis was made on the Captain's job of supporting and enforcing the policies. This topic has been discussed at several Officers' meetings over the past year and in a recent meeting between Captain James and Chief Sicard prior to the dates listed above regarding Jim, Adam, and Eddie's violations of the uniform policy.
- Chief Sicard is aware of Jim McQuilkin's negativity in the work place and that numerous employees are talking about him (Jim) and are tired of his (Jim's) negative attitude. Chief Sicard advised Captain James that he (Chief Sicard) has had to complete a written consult on Jim McQuilkin in the past regarding this matter and that Asst. Chief Lober has had to talk to Jim as well regarding his negative attitude. Captain Dumas advised both

Chiefs in a recent October Officer's meeting that he has been "working" with Jim McQuilkin on his negative attitude on more than one occasion. Captain James has not submitted one written consult on Jim's repeated behavioral problem. Chief Sicard, again, has had to advise Captain James that he has to document these repeated problems and violations of policy on paper to be submitted to Chief Sicard.

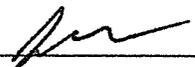
These were the topics discussed and emphasized in this documented consultation between Captain James Dumas, Chief Sicard, and Asst. Chief Lober. Captain Dumas was advised that these notes would be finalized from draft to be presented to all three attendees for witnessed signatures of attendance and understanding.

It was stated and reiterated by Chief Sicard that this meeting was not a disciplinary hearing but rather a documented consult to advise Captain Dumas of the various documented concerns and allegations that Chief Sicard had involving Captain Dumas and his shift in order to change the behavior(s) that have been exhibited by Captain Dumas and his subordinates.

Chief Sicard advised Captain Dumas that the administration's view was to consult James in order to have James "stand with the administration", and to be a "team player" in order to make STFD#3 a better department.

This document is an attachment to the departmental form for written consultation.

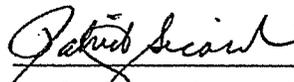
I have read this document and attest to its content discussed in the consultation on October 30, 2013.



Captain James Dumas/ Date



Asst. Chief Scott Lober/ Date



Chief Patrick Sicard/ Date



Charles A. Flynn, III
Fire Chief

St. Tammany Parish Fire Protection District # 3

P.O. Box 849

Lacombe, Louisiana 70445-0847

(985) 882-5977 Office (985) 882-6664 Fax

stfd3@charter.net

Performance Improvement Plan

This is a Performance Improvement Plan and is designed to assist officers and employees with coming to an agreement on Fire District expectations and employee actions or behaviors.

Please PRINT legibly in all areas.

Employee Name JAMES DUMAS
Employee Classification: CAPTAIN

Supervising Officer: SCOTT LOBER / PAT SICARD
Date(s) of violation(s): VARIOUS DATES

Supervisor to complete #1-#5A:

1) Based on the attached corrective action form which describes the employee rule or policy violation, I expect the following behavior: (example: Max Fireperson will not just complete the paperwork on a truck inspection, but will physically assess each component listed on the Inspection Sheet on a monthly basis)

AFTER DISCUSSION WITH CAPTAIN DUMAS, THE STFD 3 ADMINISTRATION EXPECTS CAPTAIN DUMAS TO CONDUCT HIMSELF IN A MANNER THAT IS RESPECTFUL AND SUPPORTIVE OF THE FIRE DISTRICT ADMINISTRATION & EMPLOYEES. THE ADMINISTRATION ALSO EXPECTS CAPTAIN DUMAS TO SUPERVISE AND MANAGE HIS SUBORDINATES APPROPRIATELY ACCORDING TO HIS JOB DESCRIPTION AND DEPARTMENTAL POLICIES. (SEE REVERSE)

2) Consequences/Results of Problem or Behavior: (example: When a truck is not inspected, vital equipment may be missing that would cause an interruption in efficiently, safely and effectively handling emergency response calls.)

THE CONSEQUENCES OR POTENTIAL CONSEQUENCES OF CONTINUING TO WORK IN THE CAPACITY OF NOT SUPPORTING THE ADMINISTRATION CAN RESULT IN A "BREAK DOWN" OF TEAMWORK, TRUST, AND EFFICIENCY. THE UNSUPPORTIVE CONDUCT CAN ALSO BE NOTICED...

3) Who is responsible and why? (example: Every person checking an apparatus should complete his/her work fully, completely and accurately so that all responders have all the equipment they need to do their lifesaving work.)

LIKE ANY EMPLOYEE, EMPLOYEES, JAMES DUMAS, IN THIS INCIDENT(S), IS RESPONSIBLE FOR HIS OWN ACTIONS AND FOR THE ACTIONS OF HIS SUBORDINATES.

4) What action needs to take place to establish change? (Example: The apparatus need to be checked as per the monthly schedule)

COMMUNICATION BETWEEN ADMINISTRATION AND THE SUPPRESSION GROUP NEEDS TO BE TAKEN SERIOUSLY. THE "OPEN DOOR" POLICY WITH ADMINISTRATION MUST BE USED TO COMMUNICATE POSITIVE AND NEGATIVE DEPARTMENTAL MATTERS. SUPPORT FOR THE MANAGEMENT OF THE DEPT MUST BE ACKNOWLEDGED AND PROMOTED.

FACT FINDING, UNDERSTANDING, AND TRUST MUST BE INCORPORATED INTO EACH SUPERVISOR'S "AGENDA" IN ORDER TO QUELL RUMOR, MISUNDERSTANDING, AND LACK OF TRUST.

#1. CONTINUED.

LASTLY, THE ADMINISTRATION EXPECTS CAPTAIN DUMAS TO ADHERE TO THE CHAIN OF COMMAND WHEN DEALING WITH DEPT. MATTERS.

2. A-BY SUBORDINATES, WHICH CAN HAVE A NEGATIVE IMPACT BECAUSE WHEN THE SUBORDINATES NOTICE OFFICERS "CLASHING" OR NOT WORKING TOGETHER FOR THE BETTERMENT OF THE DEPT, THEY TOO CAN LOSE THE SENSE OF SUPPORT OR IDEA OF SUPPORT FOR THE DEPT. AND MANAGEMENT. THE LEADERSHIP QUALITIES OF SUPERVISION & MANAGEMENT ^{MUST} INCLUDE THE SUPPORT OF THE MANAGEMENT AND THE POLICIES OF THE DEPARTMENT IN ORDER TO MAINTAIN STRUCTURE, DISCIPLINE, COHESION, ORDER AND MORALE.

- a. THE POTENTIAL CONSEQUENCE OR REALISTIC CONSEQUENCE OF NOT HANDLING EMPLOYEE VIOLATION(S) OF POLICY EFFECTIVELY CAN RESULT IN AN INCONSISTENT AND UNFAIR WORK/SUPERVISORY PRACTICE AND LAY THE "GROUND WORK" FOR AN "UNRULY" WORK ENVIRONMENT AND/OR UNRULY EMPLOYEE(S). SUPERVISING IN A CONSISTENT AND FAIR MANNER IS IMPORTANT AND IS NOTICED BY THE EMPLOYEES.
- c. THE CHAIN OF COMMAND IS IN PLACE FOR GOOD REASON; TO GIVE THE EMPLOYEE A PATH TO FOLLOW FOR ASSISTANCE WITHIN THE WORK PLACE. STFD3 FOLLOWS A PARAMILITARY-LIKE STRUCTURE WHICH FOLLOWS AND SUPPORTS THE MANDATED USE OF THE CHAIN OF COMMAND. WHEN THE CHAIN OF COMMAND IS NOT ADHERED TO, IT LEADS ITSELF TO A VIOLATION OF DEPARTMENTAL POLICY, SHOWS A BAD EXAMPLE TO CO-WORKERS OR TO SUBORDINATES (IN THE CASE OF AN OFFICER NOT FOLLOWING COFC), AND DISRUPTS THE ADMINISTRATIVE DECISION-MAKING PROCESS. LAST BUT NOT LEAST, THE VIOLATION TO THE COFC. CAN BE A DISRESPECTFUL ACTION TOWARD THOSE IN AUTHORITY THAT ARE "DISREGARDED" OR "PASSED OVER".

5) What will each party do?

A) Supervisor: (Example: I will be clear in my instruction and also be sure to allow time for employee to complete his/her assignments.)

CHIEF SICARD HAS DISCUSSED IN LENGTH IN THIS PIP THE VERBAL CONSULT ON OCT 30TH AND IN PAST MEETINGS THE IMPORTANCE OF WHAT IS DOCUMENTED

B) Employee: (To be completed by employee) IN THIS CONSULT. CHIEF SICARD HAS... (SEE REVERSE)

I will work toward creating an atmosphere of of clarity and leadership through beneficial operations and procedures for fire district 3 lacombe.

6) Supervisor Comments on Interaction with Employee:

A) You may make your observations on the employee's verbal and non-verbal behavior and your impressions about the consultation in general here. (Remember that this can be positive, neutral or negative)

JAMES WAS VERY COOPERATIVE AND APOLOGETIC DURING HIS CONSULTATION. HIS COMMENT ABOVE IS VERY POSITIVE.

[Handwritten signatures and initials]

You should set up a date immediately: Example - 1 week, 1 month from today's date.

Follow up: Date _____

Result of follow up:

Outcome: (circle)

Successful

Unsuccessful

Employee Signature

[Handwritten Signature]
Fire Chief's Signature

Officer Signature

Date of interview

5 a. EMPHASIZED THE IMPORTANCE OF TEAM WORK, COMMUNICATION,
HONESTY, STRUCTURE, DISCIPLINE, ENFORCEMENT OF POLICIES
SUPERVISORY/MANAGEMENT JOB DUTIES TO INCLUDE THE IMPORTANCE
OF THESE AREAS IN ORDER FOR THE DEPARTMENT TO CONTINUE
OPERATING EFFECTIVELY, PROVIDING A GOOD WORK ENVIRONMENT
AND PROFESSIONAL ATMOSPHERE

5. If any of the above listed individuals are discourteous to you or treat you in a manner that fits the descriptions listed above, report the incident to your supervising officer, but remain courteous in your actions to them. At minimum, remain silent and diffuse the situation.

D. Language & Gestures

1. Employees or reserve members may not use profane language or gestures while on-duty.
2. Employees or reserve members may not use profane language or gestures while wearing any STFD3 uniform, insignia, or emblem.

E. Truthfulness

1. Employees and reserve members are required to speak the truth at all times, whether under oath or not, in giving testimony or in connection with any legal order received or in connection with official duties.
2. Employee/reserve members shall always speak the truth in connection with any departmental investigation, questioning, inquiry or in making statements about any incident, whether pertaining to an emergency call or to department affairs.
3. Employees or reserve members shall not make false reports concerning the personal character or conduct of any other employee or reserve member.
4. No member shall falsify an official written or oral report.

F. Gossip

The spreading of gossip or rumors is strictly prohibited. Gossip and rumors have an adverse effect on morale. This can also damage a person's character and reputation. It could decrease job performance and satisfaction. Employees should consider carefully before speaking about issues that are unsubstantiated or personally unknown to them.

G. Gambling

1. Employees and reserve members are prohibited from gambling while on duty or on any fire district premises.
2. Visitors are also prohibited from gambling on fire district premises.

H. Lewdness, Indecency, or Obscenity

1. Employees, reserve members and visitors are prohibited from any behavior that is lewd, indecent or obscene, including but not limited to profane language, nudity, sexual acts, or invading others' privacy.
2. Books, magazines, calendars, clothing, pictures or any other material containing words or pictures that involve profane language, nudity, sexual, or any other lewd, indecent or obscene content is strictly prohibited on fire district premises.

I. Neglect of Duty

See Chapter 2; Section K

IV Corrective Action

Once an infraction of a policy, procedure, rule or directive occurs, STFD3 hopes to investigate and act in a fair, equitable and consistent manner. The goal is to provide for justice, behavioral improvement, and corrective action as the situation dictates.

The purpose of this policy is to describe the investigative, performance improvement, corrective action and appeals process.

A. Investigation

STFD3 believes that, in the interest of fairness, all of the facts should be obtained in *serious* policy or rule infractions. However not all policy or rule infractions are subject to investigations.

1. Serious is defined as rule or policy infractions that may result in suspension, demotion or termination.
2. An investigation may be a supervisor's observations, reports from co-workers, physical evidence, or other witness accounts.

St. Tammany Fire District No. 3	Chapter 6
Revision : 08/01/13	Page 7

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION

Subpoena No. 008

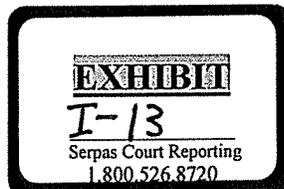
The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Keith Kern

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

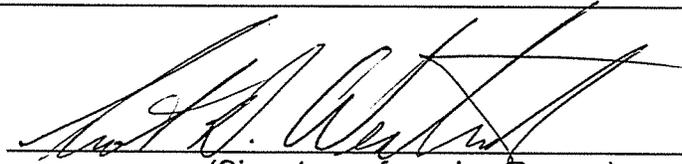
(Date) _____
Member of the Municipal Fire and Police Civil Service Board



RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 8, and on the 19th day of May in the year 2016 served the same on Keith KERN in person, or made service on him/her in the following manner:

on Person at Station 32



(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 005

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Brent Pearson

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date) _____
Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 5, and on the 19th day of May in the year 2016 served the same on Brent Pearson in person, or made service on him/her in the following manner:

ON PERSON at Station 32



(Signature of serving Person)

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 006

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Eddie Rodriguez

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

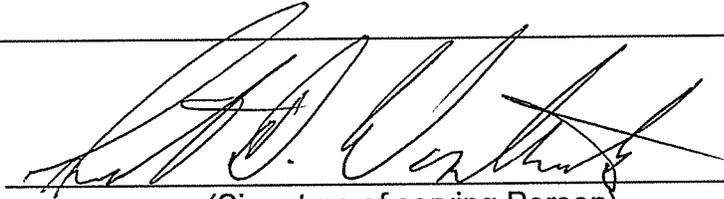
(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 6, and on the 19th day of May in the year 2016 served the same on Eddie Rodriguez in person, or made service on him/her in the following manner:

on person at Station 33


(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 001

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

James Dumas

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

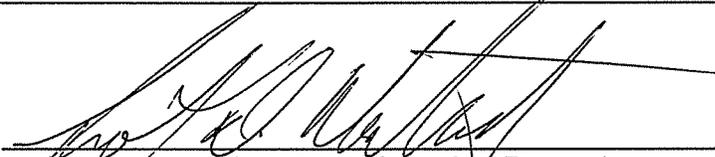
(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 1, and on the 17 day of May in the year 2016 served the same on James Dumas in person, or made service on him/her in the following manner:

ON PERSON at Station 32, Lacombe, LA



(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 002

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Daniel Rodriguez

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

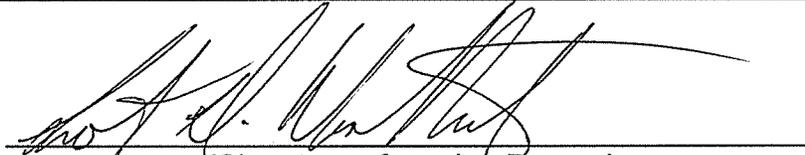
(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

fw I received the within "Subpoena for Witness", No. 2, and on the 17 day of May ~~April~~ in the year 2016 served the same on Daniel Rodriguez in person, or made service on him/her in the following manner:

ON person at Station 31, Lacombe, LA


(Signature of serving Person)

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 004

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Abe Dawson

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 4, and on the 18th day of ~~May~~ May in the year 2016 served the same on Abe Dawson in person, or made service on him/her in the following manner:
ON PERSON at Station 32



(Signature of serving Person)

CIVIL SERVICE BOARD

ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3

STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 011

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Scott Lober

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date) _____
Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 11, and on the 18th day of May in the year 2016 served the same on Scott Lober in person or made service on him/her in the following manner:

on person at Station 32



(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 010

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Patrick Sicard

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

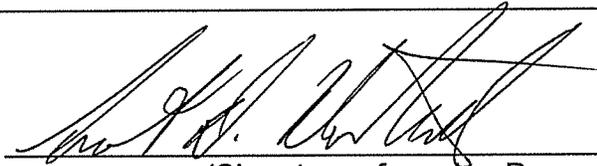
(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 10, and on the 18th day of May in the year 2016 served the same on Patrick Sicard in person or made service on him/her in the following manner:

ON PERSON at Station 33, 64110 LA-434, Lacombe, @ 8:25 AM



(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 007

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Jim McQuilken

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date) _____
Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 7, and on the 18th day of May in the year 2016 served the same on _____ in person, or made service on him/her in the following manner:
on person at his truck as he was leaving his residence. @ 8:47Am



(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 003

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Dan Rost

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

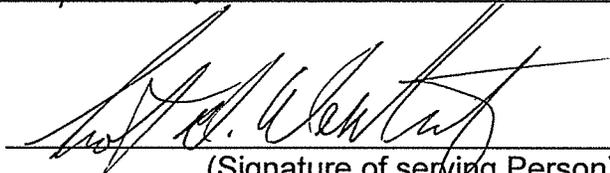
BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date) _____
Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 3, and on the ~~18~~¹⁸ day of ~~April~~^{May} in the year 2016 served the same on Dan Rost in person, or made service on him/her in the following manner:

~~on person at Station 31, located at~~ made service on witnesses father, Dan Rost, Sr. at their residence at 757 Abney Dr., Slidell.



(Signature of serving Person)

CIVIL SE
ST. TAMMANY FIRE PI
STATE C

Not served

IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION

Subpoena No. 009

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Adam Galloway

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

5-16-16 *Michael Heister*
(Date) Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 9, and on the _____ day of _____ in the year 2016 served the same on _____ in person, or made service on him/her in the following manner:

_____.

(Signature of serving Person)

CIVIL SERVICE BOARD
ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3
STATE OF LOUISIANA

**IN THE MATTER OF:
APRIL 14, 2016
INVESTIGATION**

Subpoena No. 009

The St. Tammany Fire Protection District No. 3 Civil Service Board to:

Adam Galloway

YOU ARE HEREBY COMMANDED to appear before this said Board at proceedings to be held before it at **St. Tammany Fire Protection District No. 3 Training Academy located at 29278 Highway 190, Lacombe LA at 5:00 o'clock p.m. on May 23, 2016** and on any other day thereafter at which the proceedings may be continued, to testify to the truth, until discharged; and, hereof you are not to fail under penalty of the law.

BY ORDER OF THE ST. TAMMANY FIRE PROTECTION DISTRICT NO. 3 CIVIL SERVICE BOARD:

(Date)

Member of the Municipal Fire and Police Civil Service Board

RETURN INFORMATION (ON RETURN COPY ONLY)

I received the within "Subpoena for Witness", No. 9, and on the _____ day of _____ in the year 2016 served the same on _____ in person, or made service on him/her in the following manner:

_____.

(Signature of serving Person)